

EMPOWERING GROWTH THROUGH PROFESSIONAL TRAINING



Family run

Not-for-profit

Since 2002

Our Training Programs

Our professional training courses are designed to empower foster carers, social workers, and practitioners with the skills and knowledge they need to succeed. Whether virtual or in-person, our sessions are interactive, practical, and tailored to meet your needs.

We believe that foster parents should be provided with the highest quality of learning, development, and support to enable them to provide exceptional care to the children and young people they look after. Anchor’s learning and development programme aims to create a learning environment where foster parents are provided with opportunities to develop their knowledge and skills through a comprehensive free learning and development programme and therapeutic support groups.

We know that not everyone has the same learning style and availability, therefore, Anchor offers a range of learning methods accommodating different learning styles and routines.

These include:

- Face-to-face (Classroom) courses
- Virtual (Zoom) courses
- Hundreds of e-learning courses available through anchor.fosteringtraining.com which can be completed at the pace and time to suit you.
- Therapeutic support groups
- Social events – such as coffee hangouts and ‘Men Who Foster’ groups where you can network and learn from other foster parents.



Mandatory Training Courses (Preapproval)

- Skills to Foster
- Child Protection
- The role of the Foster Parent

Mandatory Training Courses

- TSDS (to be completed in your first year of fostering)
- Pediatric First Aid one day face-to-face (to be completed in the first 12 months, then every three years)
- Therapeutic Crisis Intervention for Families (TCIF) (to be completed in the first 12 months then every 3 years)
- Safeguarding children Level 2 (online, to be renewed every three years)
- Keeping Date Safe (GDPR) (online, to be renewed every three years).

Paediatric First Aid	Therapeutic Crisis Intervention in Families (TCIF)	Safeguarding Children Level 2	General Data Protection Regulations (GDPR)	Training, Support & Development Standards (TSDS)
To be completed within the first 12 months of approval	To be completed within the first 12 months of approval	To be completed within the first 12 months of approval	To be completed within the first 12 months of approval	To be completed within the first 12 months of approval
To be renewed every 3 years thereafter	To be renewed every 3 years thereafter	To be renewed every 3 years thereafter	To be renewed every 3 years thereafter	No renewal
1 day of face-to-face training	Main course 4 days training via Zoom Refresher course 2 days via Zoom every 3 years	Online training	Online training	Evidenced in TSDS workbook

The Skills to Foster

The Skills to Foster™ Pre-approval course has been designed to prepare new applicants for the challenges of fostering. It provides a flexible resource that supports foster carers taking on different types of fostering, including family and friends foster carers.

The course focuses on the practical, day-to-day skills that all foster carers need. It links into the Training, Support and Development Standards in England, other professional development qualifications, as well as our competency-based assessment process. It is relevant UK wide.

Audience	Delivery options	Delivery mode
Applicants, foster carers	Four days – Four full days 9.30am – 3.30pm	In person or virtual / blended

Learning aims:

- Explain how the Skills to Foster fits in with becoming a foster carer.
- Introduce participants to what is involved in foster care and the competencies, so that they can consider whether fostering is right for them and their families
- Discuss the importance of a positive sense of identity to children and young people
- Appreciate the need to act as an advocate on behalf of children and young people who may experience disadvantage as a result of unfair discrimination
- Consider the importance of working in partnership with parents and look at some of the issues involved
- Explore how foster carers, social workers and other professionals work together
- Discuss the nature and consequences of child abuse and think about how carers can respond to the needs of children and young people who have been abused
- Help participants begin to review what changes will be necessary in family life to take account of the demands of foster care
- Develop an understanding of the behaviour of fostered young people in the context of their development and consider the nature of attachment, including disorders of attachment, and the importance of resilience.

Paediatric first aid course

The Course duration is 4 hours and covers the following:

- Incident Control
- First Aid Kits and Accident Books
- Choking
- Basic Life Support Skills Including The Recovery Position and CPR (Adult Child and Baby techniques)
- Bleeding and Bandaging Techniques
- Burns
- Dealing with Bone and Head Injuries
- Provides a 3 Year Qualification

Audience	Delivery options	Delivery mode
Approved foster carers and supervising social workers	One day course	In person/blended



Keeping data safe (GDPR)

As a foster carer, you store, create, share and sometimes dispose of large amounts of information relating to the children in your care. Much of this constitutes 'personal data', and it is your duty to keep this safe, both to protect the privacy and safety of your foster children, and to comply with GDPR.

In this course, you will learn:

- Why this is important
- The basic principles of GDPR, including the rights of individuals when it comes to their data
- How to keep data safe offline (including in conversations)
- How to keep data safe online
- How to both prevent and respond to potential data breaches
- When data needs to be shared.

Audience	Delivery options	Delivery mode
Approved foster carers and supervising social workers	1 hour	Virtual fosteringtraining.com



Safeguarding & Safer Care

Safeguarding children in care is the first, vital step in providing the care and support they need. Among some of the risks children in care might face is abuse; they are vulnerable to it and might have also suffered it in the past.

Safeguarding children is the responsibility of the foster carer, the fostering agency, social workers, schools, religious organisations, clubs and any other organisation attended by or caring for children.

As a foster carer, you are one of the most primary adult figures in a foster child's life. Your safer care policy is an extremely important piece of safeguarding. Not only does it help make sure that the child is properly cared for, it also makes sure that you and are your family are safe.

In this course, you will learn:

- What safeguarding is and why it's important
- What abuse is and how to spot it
- What to do if your foster child tells you about abuse
- What safer care and safer caring policies are.

Audience	Delivery options	Delivery mode
Approved foster carers, supervising social workers, children's back up carers	4-5 hours	In person or virtual / blended



Therapeutic Crisis Intervention for Families (TCIF)

Helps adults to:

- Prevent or de-escalate crises
- Acquire the skills and knowledge to help children improve their coping strategies
- Use crises as an opportunity to help children learn and grow.

Audience	Delivery options	Delivery mode
Approved foster carers and supervising social workers	4 days	In person or virtual / blended



Diversity and Equality (DIVancr)

Every person is unique and has their own identity. Any foster child in your care will have needs, many of these being unique to their own identity and experiences. This training is designed to be self-reflective, so we will sometimes ask you to think about how you see things, how you say things and what conscious and unconscious biases you might have.

It's not designed to make you feel bad or to make you worry about everything you say and do. It is designed to highlight that we all sometimes make judgements and use language that may discriminate against others.

In this course, you will learn:

- What identity, diversity and equality mean and why they are important
- How to examine the stereotypes and biases you have
- Skills in talking about diversity and equality in a respectful, honest and supportive manner
- The actions you need to take to support the diverse needs of your foster child.

Audience	Delivery options	Delivery mode
Approved foster carers, supervising social workers, children's back up carers	2-4 hours	In person or virtual / blended



Health and safety in the fostering home (HSancr)

By the end of this course, which focuses on your duties and responsibilities as a foster carer, you will gain an understanding of the importance of health and safety in the fostering home, as well as what are the most common injuries and accidents in a home and how to avoid them.

In this course you will learn:

- Where and when the most common accidents happen
- How to avoid them
- How to perform your own health and safety survey on your home.

Audience	Delivery options	Delivery mode
Approved foster carers, supervising social workers, children's back up carers	4/5 hours	In person or virtual / blended



Child Development: understanding and responding to children

This training builds upon participants' knowledge and understanding of Attachment Theory and its practical implications. Participants will explore the impact of childhood trauma on children's development, attachment styles and behaviour in order to consider how they may use this knowledge to inform their practice in caring for looked after children.

Learning aims:

- Develop a deeper understanding of Attachment Theory in practice and how it influences and impacts on child development
- Explore and identify the impact of developmental trauma on children's attachment and behaviour
- Consider a toolbox of strategies to enable you and the children you care for to navigate daily life.

Audience	Delivery options	Delivery mode
Approved foster carers, supervising social workers, children's back up carers	4/5 hours	In person or virtual / blended



Record keeping for parent and child together fostering

This course will ensure that participants understand the difference between parent and child fostering; common misconceptions / miscommunications in roles and responsibilities and how this can adversely impact how we provide this type of fostering. We will explore how to avoid the challenges to form the basis of a successful working relationship and best possible outcomes.

Learning aims:

- Know how to effectively manage the transition from a 'parenting support' to a 'parenting assessment'
- Reinforce the importance of good recordkeeping
- Understand the origins and purpose of parent and child recording tools
- Clarify how your recording fits into the wider parenting assessment
- Better understand how to present our recording in order to support an assessment
- Consider strategies to optimise recording documents to better facilitate the assessment process for all parties
- Improved skills in working with parents
- Improved skills in working in partnership with other professionals and carers.

Audience	Delivery options	Delivery mode
Approved foster carers and supervising social workers	One day course	In person or virtual / blended



Parent and child together

This course will equip foster carers new to Parent and child together fostering with the additional knowledge and skills to support parents and babies in foster care.

Learning aims:

- An understanding of the aims and objectives of parent and child fostering
- An overview of the legislation in their country
- An understanding of roles and responsibilities and procedures
- Improved assessment and monitoring skills
- Improved skills in recording and handling information
- Improved skills in working with parents
- Improved skills in working in partnership with other professionals and carers.

Audience	Delivery options	Delivery mode
Approved foster carers, supervising social workers, children's back up carers	4/5 hours	In person or virtual / blended



Family time (contact)

This training will look at the implications of legislation and National Standards or foster carers in promoting and facilitating family time (contact) for children and young people in care. Participants will identify the issues of contact between fostered children and their birth families and the impact contact can have on foster carers and their own families.

Learning aims:

- Explore how carers can develop skills in relation to contact
- Review and understand the legislation that applies to contact
- Provide a safe place to discuss experiences in order to problem solve and support others
- Enable carers to build effective strategies for dealing with difficulties relating to working with Birth Families
- Address contact within an anti-discriminatory framework.

Audience	Delivery options	Delivery mode
Approved foster carers, supervising social workers, children's back up carers	4/5 hours	In person or virtual / blended



Record Keeping and Reporting

Learning aims:

- Ensure foster carers are clear about their role in recording
- Identify the reasons for recording information
- Clarify what should be recorded and how, including using digital technology
- Consider the legal issues involved in receiving, giving and storing information
- Ensure foster carers are aware of national and local guidance and best practice in recording
- Provide an opportunity to practice recording skills and reflect on own practice.

Audience	Delivery options	Delivery mode
Approved foster carers and supervising social workers	4-5 hours	In person or virtual / blended



Attachment and Pace

It is an evidence-based way of thinking, feeling, and communicating that helps carers to build safety, security, and trust in the adult-child relationship. P.A.C.E parenting is rooted in attachment theory and recognises the critical role of secure attachments in healthy child development.

Learning objectives:

- Definitions and causes of attachment difficulties and early childhood trauma
- Brain development and its effect on behaviours, recognising and understanding the behaviours
- Explore strategies which support the healing of children who have insecure attachments and suffered traumatic experiences
- In this course, we explore the foundations of each component of PACE (Playfulness, Acceptance, Curiosity, Empathy)
- Increased understanding of PACE approach in caring for traumatized children.
- Understand more about the responses to loss
- To identify implications of experiencing trauma
- Understand the roots of negative behaviours in young people and how this should be seen as communication.

Audience	Delivery options	Delivery mode
Approved foster carers and supervising social workers	2-4 hours	In person or virtual via fosteringtraining.com



Recognising and Responding to Abuse (ABUancr)

Children who enter the care system may have had very difficult or traumatic experiences in their early lives, including being the victims of abuse. This can involve emotional, physical and sexual abuse, as well as, neglect. It is estimated that 63% of children went into care because they were victims of abuse or neglect. (Source: Department of Education, 2019).

So, it is quite likely that as a foster carer you will be caring for a child who went through some of this. It is important to know how this could impact the child and what you can do to best support them. Warning: The information in this course is not easy to read.

In this course, you will learn about:

- The types of abuse
- The effect abuse can have on a child and their future
- What factors can affect the extent of the trauma on the child
- The role of therapy
- How to communicate with the child and build trust
- How you can support your foster child
- How to safeguard children from further abuse.

Audience	Delivery options	Delivery mode
Approved foster carers and supervising social workers	1-2 hours	In person or virtual / blended



Concerns, complaints and allegations

This course will provide an overview of the legislation, policy and practice guidance for managing allegations in England, Wales or Scotland.

Learning aims:

- Identify behaviours they consider challenging
- Assess the effectiveness of current responses
- Consider the significance of past events in relation to current behaviour
- Use the ABC framework of assessment
- Develop positive ways to respond to difficult behaviour
- Understand crisis intervention strategy
- Reflect on how they cope with personal stress.

Audience	Delivery options	Delivery mode
Approved foster carers, supervising social workers, back up carers	4-5 hours Virtual/Face to face	In person or virtual / blended



Administering medication to children in care

The safe administration of medicine to foster children is an important aspect of care. It is a potential safeguarding issue and requires thorough preparation and record keeping. This course is designed to give you general information about properly using medication for children in your care, including how to handle it safely and reduce risks.

In this course, you will learn:

- The categories of medicine
- The child's rights
- Safe administration
- How to handle side effects
- What to do in unexpected or challenging circumstances.

Audience	Delivery options	Delivery mode
Approved foster carers, supervising social workers, back up carers	2-4 hours	In person or virtual @ fosteringtraining.com



Acceptance, understanding and caring for LGBTQ+ children

This course will provide a space to explore issues relating to LGBTQ+ children and young people who are looked after. Issues of sexuality and gender recognition will be discussed to instill confidence on how to support children and young people in foster care.

Learning aims:

- Explore the key stages of children's development
- Learn about lesbian, gay, bisexual, transgender and queer (LGBTQ+) identities
- Understand transgender and issues of gender reassignment
- Clarify the needs and rights of LGBTQ+ children's and young people in foster care.

Audience	Delivery options	Delivery mode
Approved foster carers, supervising social workers, children's back up carers	4-5 hours	In person or virtual / blended



Online Safety Cyber bullying

As a foster carer, you play a crucial role in safeguarding the well-being of the children in your care, and this extends to their online activities. The digital world offers countless opportunities for learning, socialising, and entertainment, but it also comes with its own set of risks. This course is designed to provide you with the knowledge and tools needed to navigate these complexities, ensuring a safe and positive online experience for foster children.

In this course, you will:

- Learn about the dual nature of the internet
- Understand how to promote positive online behaviour
- Identify and mitigate online risks
- Gain skills in communicating about online safety
- Learn about how to create a safe digital environment for children and young people in your care
- To understand the processes of abuse using social media and cyber bullying
- To develop ways to support a child keeping themselves safe online particularly
- To know what to do if a child discloses that they are being, or have been, abused
- To understand the policies on effective safeguarding for children online
- Clarify the needs and rights of LGBTQ+ children's and young people in foster care.

Audience	Delivery options	Delivery mode
Approved foster carers Supervising social workers, staff, back up carers	2-4 hours	In person or online fosteringtraining.com



Domestic abuse/violence and its impact upon children

Recognise incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse.

Learning aims:

- Raise Awareness of Domestic Abuse (DA)
- Know how to 'spot the signs' and what to do if DA is identified
- Have better understanding of Coercive and Controlling Behaviour and how it may present
- To learn about what is happening around DA across the Country.

Audience	Delivery options	Delivery mode
Approved foster carers and supervising social workers	2-4 hours	In person or online fosteringtraining.com



Drugs, Alcohol and how to support a child in your care

This course is intended to equip foster carers with knowledge about specific drugs and alcohol to ensure they know how to work and support young people effectively.

Learning aims:

- To identify and name the most commonly used drugs, their effects, and methods of use
- To understand why children are vulnerable to substance misuse
- To understand the role that a foster carer plays in minimising the risks associated with drug use/misuse
- To be able to help and support young people to access appropriate drug and alcohol services.

Audience	Delivery options	Delivery mode
Approved foster carers and supervising social workers	2-4 hours	In person or online fosteringtraining.com



Understanding children's behaviour

The aim of the training is to enable participants to gain a deeper understanding of the functional nature of behaviours by considering what the behaviour is communicating to us and to identify positive ways of responding.

Learning aims:

- Identify behaviours they consider challenging
- Assess the effectiveness of current responses
- Consider the significance of past events in relation to current behaviour
- Use the ABC framework of assessment
- Develop positive ways to respond to difficult behaviour
- Understand crisis intervention strategy
- Reflect on how they cope with personal stress.

Audience	Delivery options	Delivery mode
Approved foster carers, supervising social workers, children's back up carers	4-5 hours virtual/face to face	In person or virtual / blended



Secure base model

The course will provide an overview of the Secure Base model of attachment and explore its implications for the care of children and young people who are looked after.

Learning aims:

- Develop the practitioner's knowledge of the Secure Base Model and competence in using the model during the assessment process
- Prepare applicants in evidencing and analysing their potential to meet the needs of children and young people in each dimension
- Support practitioners to understand and support carers in the use of the Secure Base Model as a theoretical framework in the development of secure attachment in children especially in terms of the security of belonging to and becoming part of a new family
- Consider the implications for practice.

Audience	Delivery options	Delivery mode
Approved foster carers, back up carers, supervising social workers	4-5 hours	In person or virtual / blended



Teenage development and mental health

This course will introduce the teenage brain as adolescence progresses and explore what these brain changes mean for teenage development. The training will help clarify the difference between 'normal' development and mental health and look at how trauma can affect behaviours and relationships for a young person in foster care.

Learning aims:

- Have a basic understanding of how the teenage brain develops and what physical symptoms this can be shown as
- Be able to assess if something is 'normal' behaviour or may be leading towards a mental health concern
- Gain practical tools and tips to use to help teenagers regulate their emotions.

Audience	Delivery options	Delivery mode
Approved foster carers, back up carers, children's social workers	4-5 hours	In person or virtual / blended



Unaccompanied asylum-seeking children

This course will provide foster carers and social workers with an overview of the issues concerning unaccompanied asylum-seeking children and young people (UASC / UASYP) in England, Wales or Scotland.

Learning aims:

- Learn about the asylum process
- Explore why children and young people leave their home country
- Understand the implications for asylum seeking children and young people
- Increase sensitivities towards the emotional, physical and educational needs of asylum seeking children and young people
- Develop skills in meeting the needs of UASC and UASYP.

Audience	Delivery options	Delivery mode
Approved foster carers, back up carers, children's social workers	4-5 hours	In person or virtual / blended



EBSA (Emotionally based school avoidance)

This course will provide carers with an understanding of why some of our young people feel anxious about school.

Learning aims:

- Defining School Refusal/avoidance/EBSA and what makes young people feel anxious about school – *What is its impact?*
- Contributing Factors/Motivating Conditions and the link with School Refusal/EBSA – *What might we see?*
- What support and other professionals can be available for Foster-carers facing these issues – *Who is there to help?*
- To be able to prevent, pre-empt and protect children and young people at risk of EBSA – *Doing What Works.*

Audience	Delivery options	Delivery mode
Approved foster carers, supervising social workers, Back up carers	4-5 hours	In person or virtual / blended



Foetal Alcohol Spectrum Disorders (FASD)

The training is aimed at everyone working with children, especially those working in the care system where FASD is over-represented, including Social Workers, Foster Carers, Adopters, teachers, and Social Work students.

Learning aims:

- Alcohol in Society.....do we have a problem with FASD?
- What impact can alcohol have on the embryo and the developing foetus
- The prevalence of FASD.....how common is it?
- Diagnosis - What is being looked for, and how is it determined?
- Strategies for helping children impacted by prenatal exposure to alcohol
- Looking at the implications of FASD for those working with Children who are Looked After

Audience	Delivery options	Delivery mode
Approved foster carers and supervising social workers	One day course	In person or virtual / blended



Autism Spectrum Disorder

This course looks at how you, as a carer, can best support an autistic child or young person. Autism Spectrum Disorder (ASD) is a condition that affects people in different ways, and the level of support required can range from minimal to high. Autistic people process things in different ways, so you may need to make adaptations in your and the child's life in order to make things easier.

In this course you will learn:

- What ASD is, and the different levels of autism within the spectrum
- What the signs are, and how you might spot them
- What behaviours you might expect to see, and potential difficulties a child might have
- What you can do to manage the condition and help your foster child
- What support is available for both the child and yourself.

Audience	Delivery options	Delivery mode
Approved foster carers and supervising social workers	2-4 hours	In person or online fosteringtraining.com



Moving into adulthood/Preparation for adult life

The aim of this course is to develop a greater understanding of supporting young people into adult life and review current practice when considering the arrangements. The training is presented within the context of legislation relating to post-18 living arrangements in England, Wales or Scotland.

In this course you will learn:

- Understand the legal duty on post-18 living arrangements
- Discuss and share ideas to support good practice
- Clarify the statutory guidance, good practice guidance and agency frameworks in your country
- Identify finances that may enable a post-18 living arrangement
- Consider emerging issues that arise between the transition from fostering to a post-18 arrangement
- Review their own post-18 policy, procedures and practice issues for young adults, carers and social workers
- Explore ways to support effective implementation of post-18 arrangements locally.

Audience	Delivery options	Delivery mode
Approved foster carers, supervising social workers, children's social workers	One day course	In person or virtual / blended



Teenage development and mental health

This course will introduce the teenage brain as adolescence progresses and explore what these brain changes mean for teenage development. The training will help clarify the difference between 'normal' development and mental health and look at how trauma can affect behaviours and relationships for a young person in foster care.

Learning aims:

- Have a basic understanding of how the teenage brain develops and what physical symptoms this can be shown as
- Be able to assess if something is 'normal' behaviour or may be leading towards a mental health concern
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Audience	Delivery options	Delivery mode
Approved foster carers, supervising social workers, children's social workers	One day course	In person or virtual / blended



Self-care for foster carers

This interactive training will provide you with a pause, a space to take stock and to reflect on your wellbeing needs – an opportunity for self-care, ensuring that body and soul are together.

Learning aims:

- Understand Compassion Fatigue and its similarities with PTSD
- Explore the PTSD cycle focusing on neurological response to trauma
- Look at a range of self-management and self-care tools including grounding techniques
- Gain a thorough understanding of Compassion Fatigue and its impact on fostering tasks.

Audience	Delivery options	Delivery mode
Approved foster carers, supervising social workers, children's social workers	One day course	In person or virtual / blended





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