Family Placement
(Foster Care & Family Based Short Break) Services:
Learning and Development Framework
Appendix 1

**Foreword**

The Action for Children, Learning and Development Framework has been developed in order to provide minimum standards of competency for approved Foster Carers and Adoptive Parents throughout England, Wales, Northern Ireland and Scotland. The program will stand along side current competency based assessment and training for Foster Carers including Preparation Training for Foster Carers, post assessment training, CWDT and NVQ training. Carers will be supported to provide evidence to demonstrate competency against the learning outcomes in each learning program over a period of 1 year after their approval.
Programme 1: Introduction to Action for Children

Areas of Learning to be covered:

- Our Vision for Children
- Our History
- Our Brand
- Purpose and Values
- Aims and Strategy
- Management Structure – both UK wide and local
- Range of Services
- Equality and Inclusion
- Participation

Learning Outcomes

**LO 1.1.** Understand the organisation’s Vision for Children

**LO 1.2.** Be aware of the organisation’s Core Values and appreciate how you can embody these values in your role as an adopter or carer

**LO 1.3.** Be aware of the Management structure (locally and across the UK) and the full range of children’s services provided by the organisation

**LO 1.4.** Appreciate the achievements of the organisation through its history

**LO 1.5.** Know the expectations the organisation places upon its people

**LO 1.6.** Understand the organisation’s commitment to staff, volunteers, adopters and carers and how this effects you in your role

**LO 1.7.** Recognise, value and promote equality of opportunity and a positive attitude to diversity

**LO 1.8.** Be aware of the organisation’s commitment to the active participation and involvement of service users and stakeholders
Programme 2: Health and Safety

Areas of Learning to be covered:

- Policies and Procedures
- Risk Assessment
- Administration of Medication
- Fire Safety
- Legislative Framework
- Food Hygiene
- Management of contagious diseases
- First aid

Learning Outcomes

**LO 2.1.** Understand the organisation’s Standards, Policies, Procedures and Reporting requirements in relation to Health and Safety for its adoption and fostering services

**LO 2.2.** Be confident and competent in participating in the risk assessment process

**LO 2.3.** Be aware of the legislative framework that governs Health and Safety in relation to adoption and fostering services

**LO 2.4.** Identify potential fire hazards in your home, be able to take remedial action and know what action to take in the event of a fire

**LO 2.5.** Be aware of the organisation’s Policies, Procedures and Safe Practice as it relates to the administration and storage of medication

**LO 2.6.** Be aware of your personal and professional responsibilities in respect of Health and Safety
Programme 3: Child Development & Interrupted Child Development

Areas of Learning to be covered:

- Age and Stage: Developmental Milestones
- Attachment
- Trauma
- Resilience
- Separation and Loss
- Sex and Sexuality

Learning Outcomes

| LO 3.1. Understand the physical, emotional, sexual and behavioural development processes of children and young people |
| LO 3.2. Be aware of the theoretical framework of child development |
| LO 3.3. Consider the specific developmental needs of children and young people in the adoption and fostering services and appreciate the important role played by adopters and carers |
| LO 3.4. Understand the concepts of Attachment, Trauma, Resilience, Separation and Loss |
| LO 3.5. Identify the behavioural patterns associated with Attachment, Trauma, Resilience, Separation and Loss |
| LO 3.6. Be confident and competent in managing the behavioural patterns associated with the above concepts |
| LO 3.7. Consider the specific needs of children and young people in adoption and fostering services in relation to their sexual development and issues relating to their sexuality |
Programme 4: Safeguarding and Safer Care

Areas of Learning to be covered:

- Policies and Procedures: both AfC and local Safeguarding Boards and CPC’s
- Legislative Framework
- Principles of Best Practice
- Impact of Abuse
- Indicators of Abuse
- Whistle Blowing and complaints
- Disclosures
- Safe Care Plans and Reviews
- Running away or Missing from care
- Sexual exploitation

Learning Outcomes

**LO 4.1.** Understand the physical, emotional, sexual and behavioural development processes of children and young people

**LO 4.2.** Recognise the effect of personal and professional values and feelings on how we respond to incidents of abuse and neglect

**LO 4.3.** Identify how practice in safeguarding in the organisation is guided by policies, procedures, standards and legislation

**LO 4.4.** Understand the key points of the organisation’s Safeguarding Framework

**LO 4.5.** Be able to list the definitions, signs and symptoms of abuse and neglect and of sexual exploitation

**LO 4.6.** Understand the principles of Safer Care consistent with current models of assessment

**LO 4.7.** Understand when and how to respond to causes for concern about abuse and neglect, including appropriate referral

**LO 4.8.** Recognise the basic principles of good practice in recording and sharing information in relation to Safeguarding and Safer Care

**LO 4.9.** Understand the importance of Safer Care
Programme 5: Information

Areas of Learning to be covered:

- Report Writing and Record Keeping
- Information Sharing and Storage
- Data Protection
- Privacy and Confidentiality
- Policies and Procedures
- Legislative Framework
- Use of and access to Information Communication Technology

Learning Outcomes

**LO 5.1.** Be familiar with the principles of best practice in relation to report writing and record keeping

**LO 5.2.** Understand the legislative framework governing data protection, information sharing and storing

**LO 5.3.** Understand and be able to articulate the difference between Privacy and Confidentiality and the rights and responsibilities inherent in this

**LO 5.4.** Understand and be confident in the use of the organisation’s Policies, Procedures and Standards for data protection and information sharing and storing

**LO 5.5.** Understand the importance of relevance, proportionality and need-to-know in relation to information sharing

**LO 5.6.** Understand the concepts of Consent and Disclosure

**LO 5.7.** Appreciate the need to maintain clean, current, standardised data at all times

**LO 5.8.** Understand the organisation’s Policies, Procedures and Standards for the safe and secure use and access to Information Communication Technology by staff, volunteers, adopters, carers and service users

**LO 5.9.** Consider the impact of all of the above on your personal and professional practice
Programme 6: Behaviour Support

Areas of Learning to be covered:

- an understanding of what underlies children’s behaviour
- knowledge of approaches and strategies to support children in managing their behaviour
- Confidence in the use of behaviour support planning and risk assessments
- Understand the safe and appropriate use of touch, holding, physical contact

Learning Outcomes:

LO 6.1 Carers will be familiar with the Action for Children Behaviour Support policy.

LO6.2 Carers will have an increased understanding about what underlies children’s behaviour

LO6.3 Carers will have learned approaches and strategies for supporting children to manage their behaviour

LO6.4 Carers will be confident in the use of behaviour support planning and risk assessments

LO6.5 Carers will have considered safe and appropriate touch, contact and holding
Programme 7: Continuing Personal and Professional Development

Areas of Learning to be covered:

- Learning Needs Assessments
- Specialist Learning and Development Needs
- Appraisals and Panel Reviews

Learning Outcomes

**LO 7.1.** Recognise the importance of lifelong learning and its contribution to your role as an adopter or carer

**LO 7.2.** Be aware of the standards, regulations, legislative framework and best practice guidance that govern and inform adoption and fostering services

**LO 7.3.** Be able to identify your own learning and development needs

**LO 7.4.** Be able to work in partnership in order to devise a Continuing Personal and Professional Development Plan

**LO 7.5.** Be able to evidence learning in order to meet the standards, regulations and best practice guidance for adoption and fostering services