

### **Level 1**

- Will apply to all newly approved foster carers (excluding specific recruitment)
- Carers must participate in mandatory post approval training which will include child protection and safer caring
- Linked to learning in pre-approval or induction stage of Standard for Foster Care
- Evidence of knowledge gathered and presented to 1<sup>st</sup> Annual Review
- Carers participate in regular planned supervision with their allocated Placement Services Social worker
- With support Carers will contribute to Looked after Child reviews/ children's hearings/ child protection case conferences
- Show understanding of the importance of birth family links
- Carers should show that they are aware of the impact of decisions which may challenge their views and be able, with support to accept and promote the Care Plan for the child

### **Level 2**

- Carers have completed all Level 1 development tasks and have evidenced their learning
- Carers have completed Post Approval training and learning linked to post-approval stage of Standard for Foster Care
- Skills development continues by attending training and by reflective practice with Placement Services Social Worker
- Regularly have children /young people in placement
- Develop and build on skills learned including carrying out tasks appropriately from the Child's Care Plan.
- Carers should be able to manage personal/professional dilemmas constructively
- Carers can advocate constructively for a child without close support.
- Carers at this level may provide long term or permanent care for children whose needs present as being less complex subject to review.

### **Level 3**

- Carers have completed all Level 2 development tasks and have evidenced their learning
- Carers are willing to care for children with more complex needs/behaviours including older children/ sibling groups
- Carers demonstrate resilience in dealing with potentially challenging situations
- Carers actively contribute to the development of less experienced carers
- High level of flexibility to meet the needs of children placed
- Show active engagement in learning and development and can demonstrate this in their practice
- Demonstrate understanding of complex behaviours in children and young people
- Be able to evidence their practice as outlined in the Standard for Foster Care
- Willing to attend meetings of Level 3 and 4 carers as required

### **Level 4**

- Carers have completed all Level 3 development tasks and have evidenced their learning
- Carers will care for the children and young people who display the most complex behaviours/needs including older children
- There must be justifiable reason if carers refuse to care for a child when a match is considered appropriate
- Carers must be committed to maintaining placements through the most challenging periods
- One carer should not have work outside the home, to meet the needs of the placement , availability to attend meetings
- Carers will evidence commitment to sharing and developing their skills with other carers
- Must be available to attend meeting of Level 4 carers on a monthly basis

Details of evidence required and process of moving through levels will be in line with Standard for Foster Care: carers will be active in drawing together a framework for evidence. More detail will be found in the guidance to the skills levels which we are currently developing.