

Training Pack



INTRODUCTION

(To be read by the facilitator in advance of the session)

The EU Kinship Carers Project has been working with carers and professionals in 7 European countries with the aim of improving the chances of children in kinship care arrangements to be able to avoid the problems caused by drugs and alcohol.

This training pack is primarily aimed at staff and volunteers working with kinship carers and is intended to help them to improve their understanding of the needs of those carers who are bringing up children and young people where their parents have drug and alcohol problems. It can be used to support training of all staff that might come into contact with kinship carers or the children in their care, for example social workers, staff working in drug treatment, teachers and those working in the voluntary and community sectors.

The pack includes a guide for facilitating a half day training session, based around scenarios that have been developed from our interviews with kinship carers. We recommend that training is undertaken in groups of 8 to 12 trainees.

It is assumed that the groups undertaking the training come from the same organisation, if this is not the case then you may find it helpful to adapt the final action planning session to meet the needs of the group.

Guide for the Facilitator

We strongly recommend that you read through the guide for the facilitator and the training plan at least once to check that the session makes sense to you. It may also be useful to write some information on flipchart paper in advance, and if you are using a projector to show the PowerPoint slides that accompany the training to test it ahead of the session.

Aims and objectives of the training session

(Note to facilitator: You may want to write the aims and objectives on a flipchart, or photocopy them to give out at the beginning of the session.)

Aim

To enable participants to improve the services they provide to kinship carers and the children they are looking after.

Objectives

- To raise awareness of the diverse and complex needs of kinship carers.
- To explore how becoming a kinship carer might impact on an individual's thoughts, feelings and behaviours.
- To develop empathy towards kinship carers and the children in their care.
- To consider what services or support might be required for kinship carers.

What you need in order to run this session

- A training room, large enough for the group you will be training. The space should be free of phones or other equipment that will potentially interrupt the session. Please bear in mind participants will be expected to work in pairs and small groups.
- Chairs arranged in a horseshoe and, if there is space, additional tables for working placed outside the horseshoe.
- A flip chart, eight flip chart pens and some Blu Tack.
- The training scenarios.
- Refreshments for the break.

- A facilitator who is prepared to lead the training session. This does not need to be someone who has experience of training or facilitation as this training pack is intended to be used by staff and volunteers with little or no experience.
- A minimum of three and a half hours to work through the training session.
- You may find it helpful to ask another member of the group to record anything that needs writing down during exercises so that you can focus on facilitating the session.

Responsibilities of the facilitator include

- Ensuring that participants in the training session have the opportunity to participate.
- Making sure the session stays focused on the aims and objectives.
- Encouraging participants to develop a greater understanding of the stigma and prejudice faced by the families of drug users.

Training Session Plan

Introducing the session and ground rules (15 minutes)

(Note to facilitator: at the start of the session you need to introduce the training by talking through the aims and objectives of the session and working with all participants to come to an agreement about how the session is to be run. The aim, objectives and working agreement should be written up and displayed somewhere where everyone can see it. The agreement should ensure that everyone is able to fully participate in the session and may include issues such as respect for one another, how and when questions can be asked and confidentiality. For this introduction section you will need flipchart paper and flipchart pens. This should not take more than 15 minutes.)

Facilitator's Script (to be read out by the facilitator)

Thank you for coming to take part in today's training session. The aim of the session is to enable us to improve the services that we provide to grandparents bringing up their grandchildren.

The training will:

- Raise awareness of the diverse and complex needs of kinship carers bringing up children and young people where their parents have drug problems.
- Explore how becoming a kinship carer might impact on an individual's thoughts, feelings and behaviours.
- Develop an understanding of what it feels like to be a kinship carer and develop empathy for the children in kinship care placements.
- To consider what services or support might be required for kinship carers and the role you might have in this.

Before we start we need to agree on some ground rules on how the group will work together so that we can all take part.

(Note to facilitator: ask someone in the group to write on a sheet of flip chart paper the ground rules that you agree as a group. If the group is struggling to think of any ground rules the list below may be a helpful prompt.)

- One person to talk at a time
- Allow people to finish what they are saying.
- Respect people's backgrounds and experiences – if you disagree with what someone is saying disagree with/challenge the idea, not the person.
- Confidentiality – unless a child protection issue (or similar) comes up in the session, agree that what you discuss should stay here and not be talked about outside the room.
- Ask questions if you don't understand – there is no such thing as a stupid question.

Please note these are just suggestions, if your group comes up with their own that is great! When you have agreed the ground rules read them out and check that everyone is happy to start the training.)

Activity One (10 minutes)

(Note to facilitator: you do not need to write anything down for this exercise)

Facilitator's Script (to be read out by the facilitator)

Going round the room can everyone in the group introduce themselves and briefly share any past or current experience of working with kinship carers or

children in kinship care placements. Could you also explain how your work brings you into contact with kinship carers or children in these placements?

(Note to facilitator: if the group do not know each other well it may be helpful to write their names on a flipchart. Thank everyone after they have made their contribution.)

Activity Two (35 minutes)

(Note to facilitator: you will need a flipchart and flipchart pens for this exercise. You might want to write up the exercise on the board in advance or type it out and photocopy it to distribute to participants.)

Facilitator's Script (to be read out by the facilitator)

Many kinship carers are grandparents, research suggests they will be older, have lower incomes and poorer health than non-kinship foster parents.

This exercise will help us start to think about what we expect to be doing and how we expect to be feeling as we get older.

In pairs or groups of three, discuss for 20 minutes what you did or what you imagine that you will be doing when you are 45 and 70 years old.

- You might want to think about what work you will be doing, how you will spend your free time, how much income you will have and your physical health and mental wellbeing.
- How might you be feeling about yourself as you grow older?

When you have finished, in your pairs take a sheet of paper and write or draw the three things you discussed most or that were most important to you at each age, for example: friends, money and health. Does that make sense to everybody?

(Note to facilitator: tell everyone when they have only 5 minutes left. Ask them to stop at the end of 20 minutes, then go round the groups and ask one individual from each pair to feedback their key thoughts to the group, for no more than 2 minutes per group. Discuss your findings.)

Activity Three (1 hour)

(Note to facilitator: you will need to use a flipchart, a flipchart pen and copies of the scenarios accompanying this training pack, for this exercise.)

Facilitator's Script (to be read out by the facilitator)

This next exercise is designed to help us begin to explore the impact that kinship care has on families they should also prompt thinking about how the children placed in kinship care might feel.

We need to divide into groups of 4. Each group should explore the questions asked in the scenario, which are based on the interviews and experiences of kinship carers from across Europe. As well as the questions that are asked groups should look at the needs of the children and young people in these situations.

I will give each group 2 scenarios to explore, please spend 20 minutes on each; discussing your ideas and responses to the questions.

Please write down your ideas and responses on the flipchart paper provided and choose one person to feedback your thoughts at the end of the exercise. Is everyone clear about what we are doing?

(Note to facilitator: give each group 2 of the scenarios that accompany this pack – it may be advantageous if different groups have some overlap in the scenarios they look at so they can explore different strategies and responses to the questions raised. Also give each group a piece of flipchart paper and pens. Tell everyone when they have spent 15 minutes on the scenario, and when it is time to move onto the next scenario. Tell them when they have 5 minutes to go before the feedback portion of the session begins. Ask one person from each group to feedback about the scenario and their responses to it and the questions, remind them that not everyone will have been working on the same scenario so it might be helpful to describe it. Discuss your findings.)

Break (15 minutes)

(Note to facilitator: encourage participants to get up walk around and have a drink if they desire one. At the end of the 15 minutes ask everyone to return to their chairs.)

Activity Four - Action Planning (1 hour)

(Note to facilitator: you will need flipchart paper and pens for this activity. Write one of the questions listed below on each piece of paper, you might want to do this in advance or you can write each question up as you come to it in the session. Leave space underneath for participants to write their comments.

NB – this activity can be adapted to include time to examine local resources for kinship carers and the children in their care.)

Facilitator's Script (to be read out by the facilitator)

Now we are going to think about what we have discussed today and consider if we need to make changes to the way we work in the light of this training session. On the sheets of paper in front of us I have written a list of questions. We are going to discuss them as a group one by one. After we have finished discussing each question, we will each write a response on the sheets of paper.

The questions are:

- How did today's session make me feel?
 - *You might want to write one word or a sentence under this question to sum up your feelings.*
- What have I learnt today?
 - *Can you briefly write down the key learning for you from today's session?*
- What changes can each of us make to the way we work in order to respond to today's learning? For example what can I change about how I respond to individual kinship carers?
 - *Write a short description of the changes you would like to make.*
- How can we as an agency provide a better service to kinship carers in these circumstances, to enable them to care for themselves and the children in their care?
 - *Let's discuss this and agree a number of action points.*

(Note to facilitator: considering this question is a very important part of the action planning – allow at least 20 minutes for the group to focus on this.)

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- How can we advertise and make people more aware of our services for kinship carers so that these services are more accessible to kinship carers?
 - *Again let's discuss this and agree some action points.*

Now we have agreed what action needs to be taken, can we decide who is to take each action forward and when this will take place?

(Note to facilitator: make sure the actions agreed are realistic and that participants will be able to measure their progress against them. You or someone from the group should write down this agreed action. Before the end of the session set a date in approximately one month's time in order to re-group and check that actions have been achieved as agreed.)

Concluding Session (15 Minutes)

Facilitator's Script (to be read out by the facilitator)

(Note to facilitator: for this session you will need the aim and objectives flipcharts and copies of the evaluation form that accompanies this training pack).

Before we end today we will look back at what we have done:

- Revisit the aim and objectives... how have we done?
- Were the ground rules useful? What would you want to change, if anything?
- Can each person say one positive thing about today's training?

(Start with yourself and go around the room.)

Please can I ask you to fill in your evaluation form and return it to me?

Thank you very much for taking part.

Evaluation Form

How would you rate this session?

Poor

Average

Useful

Very Useful

In one sentence, please describe your thoughts on this session with respect to its value for you.

Please rate the following specific aspects:

1 = poor

2 = average

3 = good

4 = very good

5 = excellent

Scope of content	
Depth of content	
Applicability of content	
Trainer - performance	

What could have been covered more quickly, what needed more time, and what wasn't covered?

Other feedback or comments:

Thank you for completing this evaluation

- Association Mentor Lietuva
- De Sleutel
- Holt Romania
- La Regione Abruzzo
- Mentor Sverige
- Mentor UK
- University of Navarra



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