Mapping of Existing Training for Professionals in Poland

Family-based care for unaccompanied migrant children in Poland: mapping report on existing training for professionals, inclusive of country-specific analysis of gaps and needs.

Fostering Across Borders (FAB) Project

November 2018
The designations employed and the presentation of material throughout the report do not imply expression of any opinion whatsoever on the part of IOM concerning legal status of any country, territory, city or area, or of its authorities, or concerning its frontiers or boundaries.

IOM is committed to the principle that humane and orderly migration benefits migrants and society. As an intergovernmental organization, IOM acts with its partners in the international community to: assist in the meeting of operational challenges of migration; advance understanding of migration issues; encourage social and economic development through migration; and uphold the human dignity and well-being of migrants.

The content of this report represents the views of the author only and is his/her sole responsibility. The European Commission does not accept any responsibility for use that may be made of the information it contains.

This report was made possible through the partnership work between IOM Poland and the Association for Legal Intervention (Stowarzyszenie Interwencji Prawnej) under the terms of the Fostering Across Borders (FAB) project.
Contents

Introduction ............................................................................................................................................ 4
Executive summary .................................................................................................................................. 5
Methodology .......................................................................................................................................... 5
Findings ................................................................................................................................................... 6
  The foster care system in Poland ........................................................................................................ 6
  Special procedure of placing UMC in foster care with a particular role of Border Guards........... 7
  The number of UMC in Poland and their placement type ............................................................... 8
  UMC training ..................................................................................................................................... 10
Conclusions ........................................................................................................................................... 11
Recommendations ............................................................................................................................... 11
Bibliography ......................................................................................................................................... 13
Annex One ............................................................................................................................................ 14
Introduction

This report has been produced as part of the Fostering Across Borders (FAB) project (2018-19), funded by the European Union’s Rights, Equality and Citizenship Programme (2014-2020) with the aim of improving and expanding the provision of family-based care (FBC) for unaccompanied migrant children (UMC) in six European countries – Austria, Belgium, Greece, Luxembourg, Poland, and the United Kingdom.

The project’s objective is to help increase the capacity of FBC services to look after UMC through initiatives that support the recruitment, support and training of FBC providers – driven by the desire to provide the highest quality of care for this group of children.

This report concentrates exclusively on Poland, where FBC for UMC is provided by foster families and/or by foster homes1. It informs the project’s work by outlining the broad national context of fostering for UMC, and by mapping the training provision for and training needs of professionals supporting foster carers, particularly with regards to caring for UMC.

The mapping of existing training for professionals, inclusive of an analysis of training gaps and needs, was conducted among employees of state institutions such as the Ministry of Family, Labour and Social Policy and the Office for Foreigners, local government institutions (county/poviat family assistance centres), Border Guard Headquarters and non-governmental organisations (NGOs).

Data on existing training was analysed, and included information on the type of training, its duration, target audience and training provider(s), and whether or not the available training provided any information on the psychological and physical needs of unaccompanied migrant children. The cultural awareness of government officials, NGO representatives and border guards was assessed, and so was their readiness and ability to support those who care for migrant children, their awareness of immigration and asylum procedures, and their knowledge of trafficking and modern slavery.

Our findings, as summarized in this report, will inform the next steps of the project: namely supporting our Training-of-Trainers (ToT) offer and the related development of a ToT training package adapted to the specific needs of FBC providers and professionals supporting them, so that their activities are more efficient and fully suitable to the needs of UMC in Poland.

---

1 The term foster care in the Polish legal system encompasses both family based care and institutional care. Hereinafter the term ‘foster care’ (or ‘foster carers’) will be used to refer to both types of provision. There are two types of family based care in Poland: the foster family and the foster home (sometimes referred to as family owned children’s home) where up to eight children can be placed and where the foster parent receives a salary and subsidies to cover rent and other bills. Hereinafter in this report the term ‘family-based care provider(s)’ (or FBC providers) will be used to refer to both types of provision.
Executive summary

The purpose of this study is to identify the specific UMC training needs and existing trainings available to professionals, i.e. representatives of central and local government institutions providing support to unaccompanied migrant children and foster carers.

Foster care in Poland is regulated in two basic legal acts: Family and Guardianship Code of 25th February 1964 and the Act of 9th June 2011 on family support and the system of foster care. Moreover, a legal basis for providing foster care to UMC is the Act of 12th December 2013 on Foreigners and the Act of 13th June 2003 on granting protection to aliens on the territory of the Republic of Poland. It is important to highlight that the mentioned legal acts do not establish a separate system nor procedures for placing UMC in foster care. The acts solely serve as an addition to the existing foster care regulations. UMC, similarly to Polish children, can be placed in family-based care or in institutional care. However, due to the wording of the regulations and court practice, UMC are predominantly placed in institutional care.

The data collected for the purpose of this study from central and local government, as well as from direct consultations with professionals themselves, clearly shows that there is no comprehensive UMC training for civil servants and state officials, as well as representatives of non-governmental organisations who are professionally responsible for supporting UMC and foster carers.

Individual trainings related to UMC are carried out by NGOs and other organisations supporting migrants. However, given the ad-hoc and decentralised nature of such trainings, we were unable to determine the number of professionals that received training or to define the training scope, length, programme, frequency, location and attendance rates.

In light of the above, the FAB project will be playing an important role in Poland by offering a Training-of-Trainees (ToT) programme for professionals, to equip them with the knowledge and skills to cascade relevant information and support to FBC providers – with the overall aim of tackling the challenges FBC providers face when looking after UMC and enhance the quality of overall care they provide to these children.

Methodology

The study was conducted by sending access to information requests to the Ministry of Family, Labour and Social Policy, which is the ministerial authority responsible for foster care in Poland; the Office for Foreigners, responsible for the processing of asylum procedures and asylum seekers’ social care; the Border Guard Headquarters, responsible for Polish border crossings, detention centres for foreign nationals and return decisions; the Warsaw Family Assistance Centre, which until 2012 ran a care and education centre for unaccompanied migrant children in Warsaw; the Polish Foster Care Coalition, a nation-wide non-governmental organisation encompassing smaller local organisations of foster parents and/or persons involved in the foster care system; and lastly, the United Nations High Commissioner for Refugees in Warsaw.

---

1 The term foster care in the Polish legal system encompasses both family based care and institutional care.
7 Care and education centers constitute the institutional form of foster care, to which children are being sent for 24-hour a day stay by virtue of a court decision.
Data on UMC training and the training needs of foster care professionals was also gathered via:

1. A survey (Annex One): a link to our online survey was sent out alongside an invitation to the FAB first inter-agency national stakeholders’ meeting at the beginning of June 2018 to county (poviat) and municipal family assistance centres9 (those that currently support the largest number of foster carers and UMC), Border Guards, Office for Foreigners, UNHCR office in Warsaw and family courts. The survey, in line with the suggestion of potential respondents, could be completed anonymously10. The survey contained both open and close-ended questions about attended training(s), training needs, support provided to UMC and families fostering UMC. As of 19th June 2018, the survey was completed by nine professionals (three of whom provided additional information over the phone). At the moment of completing the survey all respondents were supporting UMC placed in institutional care and families fostering UMC - all families had a Polish background and none were related to the UMC (no kinship placements).

2. Consultations with professionals during two conferences held in Gdynia (24th -25th April 2018) and Warsaw (16th May 2018) on the topic of fostering. The first conference was dedicated to county (poviat) foster care organisers; the second to FBC providers. The interviewed professionals answered questions on: trainings they had attended (if any) and their training needs. Due to the more informal nature of the consultations, we are unable to specify the number of persons we consulted with. The results of the conversations are in accordance with the results of the anonymous surveys mentioned above.

3. Consultations with lawyers working for the Association for Legal Intervention (Stowarzyszenie Interwencji Prawnej, or SIP), IOM’s Fostering Across Borders (FAB) project partner in Poland, who have vast experience of providing legal advice to migrants, foster carers and foster care professionals11.

The data collection and analysis helped us gain a good insight into the current UMC training provision for professionals and their training needs. Our findings are listed in the paragraph below.

Findings

The foster care system in Poland

The Polish foster care system is regulated by two basic legal acts: Family and Guardianship Code and the Act on family support and the system of foster care.

Foster care in Poland encompasses family-based care and institutional care. Family-based care consists of either a foster family (that cares for up to three children) or a foster home (where up to eight children can be placed).

The responsibility for the country’s foster care system falls with the Minister for Family Affairs, and is currently the domain of the Minister of Family, Labour and Social Policy. The organisation and implementation of foster care at local level is the domain of the county (poviat) authorities. Each

---

9 The organisers of family-based care can be the organisational unit of a poviat (which is a unit of local government and administration in Poland, equivalent to a county or district) or an organisation contracted by a poviat. In the great majority of cases this unit is a poviat family assistance centre. When a poviat family assistance centre becomes the appointed FBC organisational unit, a family-based care team is established at the centre. The team is responsible for recruiting, training and supporting FBC providers, as well as carrying out the assessment of children placed in family-based care.

10 Due to the small number of UMC in Poland, potential respondents expressed their worry at being easily identified, would the survey results be published.

11 I.e. professionals/employees of the poviat family assistance centres.
**poviat** is responsible for setting up and developing family foster care and the implementation of these tasks is done through the **poviat** family assistance centre.

Separate legal acts regulate the placement of UMC in foster care, depending on whether they are seeking asylum, they are transferred to Poland under the Dublin III regulation, or have no regular immigration status in Poland.

The available data set did not allow us to ascertain how many professionals supporting children in foster care are employed by various types of institutions, thus we were unable to specify the number of professionals supporting UMC and/or foster carers in Poland.

According to information published by the Council of Ministers on the implementation of the Act on supporting families and the foster care system for the year 2016\(^\text{12}\), there were 1,643 ‘coordinators of family-based care'\(^\text{13}\) in **poviat**s (counties) throughout Poland, with the largest numbers in the following provinces (voivodship): Dolnośląskie, Lodzkie, Mazowieckie, Pomorskie, Śląskie and Wielkopolskie. The said study also indicates that in 2016 there were 382 local authority institutions acting as foster care organizers\(^\text{14}\) and a total of 1,098 care and education centres\(^\text{15}\). No pre-existing data was available on the number of professionals employed by the indicated institutions, and we had no capacity to send requests for public information to each of the 380 counties/**poviat**s in Poland to gather such information.

Notably, the following professionals should also be included in the category of professionals involved in assisting UMC and supporting foster carers: guardians\(^\text{16}\), Border Guard officers and family court judges adjudicating on foster care cases – although, as in the prior instance, it has not been possible for us to determine their exact numbers.

**Special procedure of placing UMC in foster care with a particular role of Border Guards**

Pursuant to the Act on granting protection to foreigners on the territory of the Republic of Poland, Border Guards who are made aware of a UMC’s intention to submit an application for international protection, who receive such application, or who are involved in the transfer of UMC from another EU Member State under the Dublin III Regulation, have to immediately file a motion with their local guardianship court to place the UMC in foster care, subsequently to which they have to escort the child to a family-based care provider or to an institutional care unit.

\(^{12}\)Available at: [https://bip.kprm.gov.pl/kpr/bip-rady-ministrow/informacje-i-sprawozda/4978.informacje.html](https://bip.kprm.gov.pl/kpr/bip-rady-ministrow/informacje-i-sprawozda/4978.informacje.html) No studies are available for the year 2017 yet.

\(^{13}\) Coordinators of family-based foster care, as stipulated in Article 77 of the Act of 9 June 2011 on family support and foster care system ([http://prawo.sejm.gov.pl/isap.nsf/DocDetails.xsp?id=WDU20111490887](http://prawo.sejm.gov.pl/isap.nsf/DocDetails.xsp?id=WDU20111490887)) are professionals responsible for assisting foster families and persons running foster homes in the implementation of tasks that arise from foster care, preparation of child assistance plans, accessing specialist assistance for children (psychological, re-educational, rehabilitation), etc.

\(^{14}\) Organizers of family-based foster care, as stipulated in Article 76 of the Act of 9 June 2011 on family support and foster care system ([http://prawo.sejm.gov.pl/isap.nsf/DocDetails.xsp?id=WDU20111490887](http://prawo.sejm.gov.pl/isap.nsf/DocDetails.xsp?id=WDU20111490887)), shall be constituted by an organizational unit of a **poviat** (county). In the majority of cases, **poviat** family assistance centres are contracted to carry out the tasks of organizers/providers of family foster care. They then establish a foster care team at the centre. The tasks of the organizer of the family-based foster care are: recruiting and training candidates for foster parents, training and supporting foster parents and persons running foster homes in a given **poviat**, etc.

\(^{15}\) Care and education centres are a type of care institutions organized by a **poviat** or an entity that was contracted by a **poviat**. As stipulated in Article 93.4 of the Act of 9 June 2011 on family support and foster care system ([http://prawo.sejm.gov.pl/isap.nsf/DocDetails.xsp?id=WDU20111490887](http://prawo.sejm.gov.pl/isap.nsf/DocDetails.xsp?id=WDU20111490887)), care and education centres provide a child with full-time care and education, and fulfil their needs, particularly emotional, development, health, living, social and religious needs; implement a child assistance plan; enable contacts with parents and other close persons, unless otherwise decided by a court; take actions aimed at the child’s return to a family; provide a child with access to education; etc.

\(^{16}\) A guardian (curator) is appointed to represent a UMC in the asylum or regularization procedures (e.g. can apply for a residence permit on behalf of the child).
Pursuant to the *Act on Foreigners*, in the event that the UMC cannot or does not wish to apply for international protection, or is not in possession of regular immigration status in Poland, Border Guards file a motion to have the UMC placed in institutional care or in a detention centre – in Poland, UMC over 15 years old without regular status can be placed in detention following a court’s order.

**The number of UMC in Poland and their placement type**

Based on the data published by the Council of Ministers on the implementation of the *Act on Supporting Families and the Foster Care System* in 2016, there were 73,129 children in foster care (FC) in Poland in 2016, 55,721 of whom were placed in family based care (FBC) and 17,408 in institutional care (IC).

Data gathered on unaccompanied migrant children (UMC) and published by the Ministry of Family, Labour and Social Policy shows that, between 1st January 2017 and 31st December 2017, there were 193 UMC in foster care, including 101 girls and 92 boys. 82 of them were in family-based care and 111 in institutional care. Placements types and country of origins are summarised below.

**Table 1: Unaccompanied children country of origin information and numbers**

<table>
<thead>
<tr>
<th>Country</th>
<th>No. of UMC</th>
<th>FBC</th>
<th>IC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ukraine</td>
<td>42</td>
<td>27</td>
<td>15</td>
</tr>
<tr>
<td>Romania</td>
<td>38</td>
<td>16</td>
<td>22</td>
</tr>
<tr>
<td>Vietnam</td>
<td>36</td>
<td>3</td>
<td>33</td>
</tr>
<tr>
<td>Bulgaria</td>
<td>13</td>
<td>8</td>
<td>5</td>
</tr>
<tr>
<td>Russia</td>
<td>13</td>
<td>3</td>
<td>10</td>
</tr>
<tr>
<td>Armenia</td>
<td>6</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>Afghanistan</td>
<td>4</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>Iraq</td>
<td>4</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>Mongolia</td>
<td>4</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>Latvia</td>
<td>4</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Belarus</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Georgia</td>
<td>3</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>Hungary</td>
<td>3</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Italy</td>
<td>3</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>Slovakia</td>
<td>2</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>Azerbaijan</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Dominican Republic</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Eritrea</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Kenya</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Lithuania</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Macedonia</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Moldova</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Norway</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Serbia</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Spain</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Syria</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Turkey</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>193</strong></td>
<td><strong>82</strong></td>
<td><strong>111</strong></td>
</tr>
</tbody>
</table>

---

As for their age, data showed: one child under the age of 1, twenty-six children aged 1-3, thirteen children aged 4-6, fifty-one children aged 7-13, seventy-seven aged 14-17, and twenty-five aged 18-24.

![UMC in Poland: Age](chart)

The 193 UMC live in the following provinces (voivodships):

**Table 2: Distribution of UMC across voivodships in Poland**

<table>
<thead>
<tr>
<th>Voivodship</th>
<th>No. of UMC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mazowieckie</td>
<td>48</td>
</tr>
<tr>
<td>Wielkopolskie</td>
<td>20</td>
</tr>
<tr>
<td>Warmińsko – Mazurskie</td>
<td>19</td>
</tr>
<tr>
<td>Małopolskie</td>
<td>19</td>
</tr>
<tr>
<td>Lubelskie</td>
<td>17</td>
</tr>
<tr>
<td>Podkarpackie</td>
<td>15</td>
</tr>
<tr>
<td>Lubuskie</td>
<td>11</td>
</tr>
<tr>
<td>Pomorskie</td>
<td>11</td>
</tr>
<tr>
<td>Dolnośląskie</td>
<td>10</td>
</tr>
<tr>
<td>Ślaskie</td>
<td>7</td>
</tr>
<tr>
<td>Zachodniopomorskie</td>
<td>6</td>
</tr>
<tr>
<td>Łódzkie</td>
<td>4</td>
</tr>
<tr>
<td>Podlaskie</td>
<td>3</td>
</tr>
<tr>
<td>Świętokrzyskie</td>
<td>2</td>
</tr>
<tr>
<td>Kujawsko – Pomorskie</td>
<td>1</td>
</tr>
<tr>
<td>Opolskie</td>
<td>0</td>
</tr>
</tbody>
</table>

With reference to the UMC’s immigration status, the largest group (25%) is composed of UMC who have irregular immigration status in Poland, the second largest group (20%) comprises of UE nationals, and a smaller third group (11%) consists of asylum seeking UMC.
UMC training

Neither IOM nor SIP, during their years-long experience on the field, gathered evidence of the existence of consistent and comprehensive training on UMC-related topics for professionals in Poland. Instead, evidence was found of the provision of ad-hoc UMC training mainly by NGOs and other organisations active in the migrant, children and human rights fields, such as the Empowering Children Foundation’s trainings on the rights of children living in reception centres or IOM Warsaw trainings on “The role of an unaccompanied migrant child’s guardian”\(^{18}\).

These trainings would generally be delivered within the framework of specific projects or organisational strategic outputs, which often translates in a lack of across-the-board structural consistency in content and delivery. In fact, some of the trainings are only carried out in-house, i.e. for internal audiences (e.g. employees) within a given organisation, while others may available to wider audiences, but only delivered on an ad-hoc basis. Bearing this in mind, it has not been possible to ascertain the number of professionals trained this way so far, nor to specify the scale of UMC trainings provided in terms of their scope, duration, frequency, outline, and accessibility criteria (e.g. eligibility, target audience, location, etc.) – all in fact varying according to the training providers’ area of expertise, the project outline and/or strategic output the training falls under, the topics covered, the target audience and more.

Notably, UMC-training is not compulsory for professionals supporting UMC/foster carers in Poland, nor are trainings on caring cross-culturally or on immigration/asylum procedures, which relate to these children’s context and needs.

The data gathered through our survey, face-to-face conversations and telephone interviews with selected professional supporting UMC and/or foster carers in Poland showed that only two respondents attended trainings that could be classified as trainings for professionals supporting UMC and/or foster carers. Both respondents declared they had completed academic courses on interculturalism (one had a degree, another a diploma in the subject). Other respondents disclosed they had attended anti-discrimination courses. The majority had the course fees covered by their employers, while some of the respondents indicated they had covered the costs of training/degree courses themselves.

The vast majority of respondents pointed out the need to participate in trainings on issues relating to UMC indicating insufficient knowledge and little experience in this field - particularly in topics relating to cultural diversity, and immigration/legal status such as regularisation or the deprivation/limitation of parental rights relating to the application of private international law.

No one identified the need for training on sexual abuse. This may be due to the fact that employees of various state institutions (such as schools and social services), as well as other professionals working with children, have the opportunity to take part in regular trainings on this subject matter\(^{19}\). None of the respondents voiced the need to receive training on the psychological and educational needs of UMC. Furthermore, none of the respondents had good training practices to share.

The most comprehensive information about the training attended by their employees in 2017 was provided by the Warsaw Family Assistance Centre\(^{20}\):  

1) Anti-discrimination workshops implemented as part of the "Warsaw-a city that includes" project

---

\(^{18}\) A total of 130 participants attended the a total of seven two-day trainings from institutions such as county and municipal family assistance centres, care and education centres, Border Guards, regional courts, NGOs, and more.

\(^{19}\) Such trainings were conducted by the Empowering Children Foundation (e.g. ‘Policy of protecting children placed in childcare facility and other preventative measures’ or ‘Sexual abuse of children – prevention and assistance’)

\(^{20}\) Through Access to Information Act.
2) The seminar "Organising assistance for migrant children residing in Mazowsze requiring intervention by institutions and aid organizations as well as active inclusion"

3) The workshop "Understanding a refugee", conducted by employees of the Warsaw Family Assistance Centre’s Department of Social Integration and Crisis Intervention, as well as the Department of European Funds.

However, the only two employees of the Warsaw Family Assistance Centre working on UMC issues specified they had not taken part in any UMC training.

Conclusions

In Poland, no data is collected that indicates the number of professionals supporting UMC and/or foster carers or their geographical distribution throughout the country. However, based on the data on the number of unaccompanied migrant children in foster care and their location, it is safe to assume that the largest number of professionals supporting UMC and/or foster carers work in the following voivodships: Dolnoslaskie, Lubelskie, Lubuskie, Malopolskie, Mazowieckie, Podkarpackie, Pomorskie, Warminsko-Mazurskie and Wielkopolskie.

In Poland, professionals supporting UMC and/or foster carers are not required to attend any UMC-related trainings. Additionally, there is no register of trainings for professionals supporting UMC and/or foster carers.

Bearing in mind that the majority of trainings on the rights of migrants in Poland, including migrant children, are organised by NGOs and other human rights organizations as part of their statutory tasks of assisting migrants, and in the framework of implemented projects, these trainings are not coordinated in any way. It is also impossible to indicate the degree of accessibility of these trainings, nor is it possible to determine their exact number. Some of the trainings are carried out internally, i.e. within a given institution and for the benefit of its employees only. Others might be widely available, but organised only on an ad-hoc/one-off basis. This posed some challenges in terms of our ability to map the number of participants per each of said training, but also the training(s) scope, duration, programme, and more.

Currently, foster care professionals are not receiving training on UMC–related topics and as such relay not being able to provide adequate, tailored support to UMC and their foster carers.

In light of the above, the FAB project will be playing an important role in Poland by offering a Training-of-Trainers (ToT) programme for professionals, to equip them with the knowledge and skills to cascade relevant information and support to FBC providers—with the overall aim of tackling the challenges FBC providers face when looking after UMC and enhance the quality of overall care they provide to these children.

Recommendations

Due to the fragmentation of the Polish foster care system, it would be recommended to involve professionals from different poviat regions in the FAB Training of Trainers (ToT), not just the ones that currently have the largest number of UMC, so that relevant knowledge and information can be shared as widely as possible. A general recommendation would be to work towards having the project’s UMC training made consistently available to professionals supporting UMC and their foster carers.

It would be important to reach out to all the 382 foster care organisations with the FAB project’s training materials in order to make them accessible to those already involved as well as those potentially interested in providing foster care to UMC.
It is also recommended to work closely with relevant governmental and non-governmental actors as their perspective and experience would constitute a very valuable input for the FAB project activities.

As for the content of training materials, it needs to provide professionals with relevant skills and knowledge that would allow them to support UMC and foster families on a daily basis. Thus, the training needs to build practical skills (such as intercultural communication), as well as provide specific information relating to: immigration and asylum processes; country of origin information; providing for the child’s overall wellbeing (both physical and psychological) and where to access support; and lastly age and identity determination.

Would it not be possible to cover all these topics in our training provision, we would recommend as essential to provide participants with a list of key organisations/professionals (such as doctors, psychologist, interpreters) providing support to migrant children, from which professionals can access more support.

Given the identified level of existing knowledge among professionals on UMC-related topics, we recommend the training to be of basic level and for it to include participative, inter-active learning methods inclusive of case-studies, group discussions and exercises.
Bibliography

I. A platform administered by Fundacja Dajemy Dzieciom Siłę (Empowering Children Foundation) website, available at [https://chronimydzieci.pl/](https://chronimydzieci.pl/) containing information about a project addressed to nurseries, kindergartens, schools, institutions of foster care as well as foster families, NGOs and other institutions and authorities who work with children or for them.

II. Fundacja Dajemy Dzieciom Siłę (Empowering Children Foundation) website, available at [http://fdds.pl/](http://fdds.pl/) - This NGO “works towards making sure that all children have a safe childhood and are treated with respect and dignity, as full-fledged human beings”. Among others, it conducts workshops and trainings on children’s rights and prevention of harm against children.


VI. Information received as an answer for requests in the form of access to public information sent to the Ministry of Family, Labour and Social Policy

VII. Information received as an answer for requests in the form of access to public information sent to the Polish Border Guards

VIII. Information received as an answer for requests in the form of access to public information sent to the Office for the Foreign Nationals

IX. Information received as an answer for requests in the form of access to public information sent to the Warsaw Family Assistance Centre

X. Information received as an answer for requests in the form of access to public information sent to the Polish Foster Care Coalition

XI. Information received as an answer for requests in the form of access to public information sent to the United Nations High Commissioner for Refugees, Warsaw representation.
Annex One

Survey questions (translated from Polish)

Fostering Across Borders (FAB) Project

Survey for professionals:

1. Have you ever been professionally involved in supporting an unaccompanied migrant child?
   YES
   a. For how long was the child supported by you?
   b. How old was the child when he/she was supported by you?
   c. What was the reason for the child to leave the care system?
   d. In what type of care was the child placed?
   NO

2. Do you work with ethnic minority foster families?
   YES/NO

3. Due to the potential or factual support your institution provides to UAM, were your staff members ever trained on any of the following:
   - working with migrant children
   - intercultural competence
   - legalisation of stay
   - other aspects? ____________
     a. If so, when did these trainings take place?
     b. Who were the trainings funded by?
     - employer
     - staff member
     - Other: ____________

4. Do your staff members, in their duties relating to supporting UMC, have access to the assistance of the following specialists:
   - Lawyer
   - Interculturalism expert
   - Interpreter
   - Psychologist
   - Other: ____________

6a. If so, are they able to assist effectively?
5. What type of problems do you encounter most frequently while supporting/working with UMC?

6. What are your ways of solving these problems and/or best practices you are familiar with and that you would like to share?

7. Do you feel the need to attend a training/receive training materials on supporting UMC?
   9a. If so, on what particular aspects?

8. Do you feel the current legislation on supporting UMC needs to be changed?
   10a. If so, what particular regulations?

9. Do you feel the need to change the practice of applying the provisions of the current law in the field of supporting UMC?
   11a. If so, to what extent?