

# Education and Childrens Services Scrutiny Committee

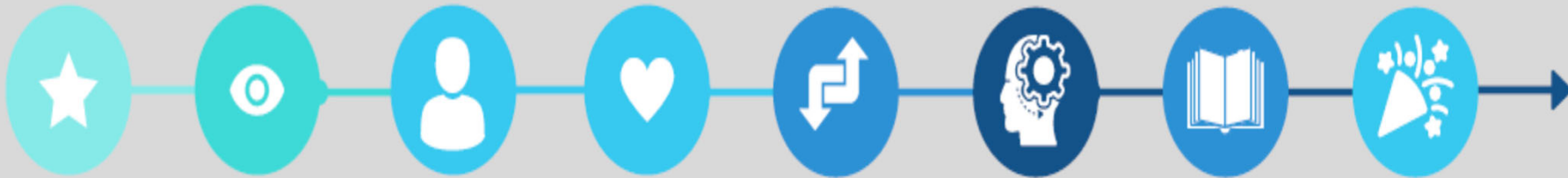
## 11<sup>th</sup> March 2021

Lancashire Family Safeguarding Model Update

Sharon Hubber

Director of Childrens Social Care

8 MONTHS BEFORE   7 MONTHS BEFORE   6 MONTHS BEFORE   5 MONTHS BEFORE   4 MONTHS BEFORE   3 MONTHS BEFORE   1 MONTH BEFORE   FS LAUNCH



- Partnership board set up
- Partnership agreement negotiated and signed

- Operational board set up
- Workstream leads identified

- Adult specialist and social work recruitment, JDs agreed
- Strategic leadership event

- Revise current social work policy, process and practice guidance

- Family safeguarding practice and change workshops

- Motivational Interviewing

- Family Safeguarding teams established & FS Workbook goes live

- Only once;
- 70% of Adult Specialist Workers recruited
  - 70% of relevant staff trained in MI and FS practice and change workshops

# Why did we need to change?

- Rising numbers of children in care and care proceedings
- Resources largely spent on assessment and monitoring, not achieving change
- Experts at process- now we need to develop skills in making a difference...
- Human Rights and empowerment, vs blaming victims
- System doesn't support open, honest relationships with families or partnership working
- Engagement and choice for families vs if you don't do X.. .we will do Y...
- Parents find it hard to access help and support to address their problems
- Main risks to children are from domestic abuse, substance misuse and parental mental health- we need to solve these complex problems together

# **The whole of Childrens Social Care remodelled and launched as a functional service on the 4<sup>th</sup> January 2021**

Heads of Service now have sole responsibility for:

- Front door
- Family Safeguarding
- Looked after children and care leavers
- Fostering, Adoption, residential care and Youth Offending

**Evaluation of the Model began on the 11<sup>th</sup> February and Launched 1<sup>st</sup> March 2021**

# Key Components of Family Safeguarding

Changing Child Protection to **keep more children safely within their families.**

*Changing our behaviour with families so they too can change their behaviour and accept support on offer. Focus on working with resistance and developing parents' strengths.*

**Multi-disciplinary Teams** working together to support children and parents

*Multi-agency teams tackling domestic abuse, parental mental health and substance misuse to improve children's lives. The teams will have **Group Supervision** and locally developed intervention & group work programmes for families*

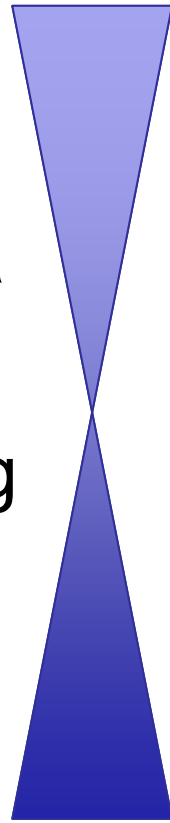
**Motivational Interviewing:** Working with resistance and developing family strengths

*A new approach to social work that creates sustainable behavioural change in parents so that children can remain safely at home.*

**Family Safeguarding Workbook – a integrated family assessment:** Freeing up Practitioners to spend more time with families.

*Reducing bureaucracy, guiding intervention, multi-agency recording, making social work a doable job*

# What does a Lancashire Family Safeguarding Teams look like?



1 Team manager

1 Consultant Social Worker

5 social workers

1 Child & Family Practitioner

1 DA Practitioner/Officer  
(either supporting perpetrators or victims/survivors)

Either a Mental Health or Substance Misuse Specialist

1 Team Co-ordinator

# Team Roles

## **Child & Family Practitioners**

Direct work with children, parents, supporting improvement of parenting skills

## **Social Workers**

Parenting assessment and intervention programme, motivating families to choose change, developing high quality multi-disciplinary plans to meet need and achieve change for children

## **Team Manager**

High quality group and individual reflective supervision, improve quality, timeliness of work and outcomes for children and families

## **Domestic Abuse, Substance Misuse Recovery Worker and Mental Health Specialists**

Undertake specialist assessments, develop and implement individual and group work treatment programmes

## **Team Co-ordinator**

Minute group supervisions, team admin, support data collection

# What difference do we hope it will make?

## For Families

- -A reduction in repeat police call outs to domestic abuse incidents
- A reduction in emergency hospital admissions for adults
- A reduction in child protection plans
- A reduction in care proceedings
- An improvement in school attendance

## For Partnership

- Staff across all disciplines will feel more confident and less stressed
- Improved recruitment and retention of staff
- A reduction in expenditure for the LA in first year including placements, legal and agency staffing costs
- Demonstrable savings for A&E and Police
- Partnership strengthened across all agencies and with Courts



# Next Steps

1. Clear partnership funding/implementation/sustainability agreements-grant/social impact bonds/re-commissioning from outset in signed partnership pledge
2. Adopter LA leads, Herts supports-CS leadership committed to stay and see implementation through
3. Commitment to broad model fidelity and compatible structure/ICS system
4. Commitment from partnership to keeping families together, safely and understanding impacts of removal of children
5. Delivering services together to meet needs of all family members
6. Shared evaluation of risk and decision making (inc with families)
7. Agreed success measures and outcomes evaluation (data sharing)
8. Strong shared leadership and ownership across partnership