

Presentation to Corporate Parenting Board

An overview of the Hampshire Approach Practice Framework

October 2022

Background

We've come a long way in 4 years....



Preparing to 'launch' the Hampshire Approach on 15 June 2018

Ofsted 2019

Evidence of our Approach was recognised by Ofsted in our last Inspection in which we were rated Outstanding across all areas. Ofsted noted **"Social workers are highly skilled at building and sustaining enduring relationships with children. This is a considerable strength in Hampshire"**



- HA was developed as part of DFE Partners in Practice funding
- Launched in 2018 and developed since that time
- Positive recognition from Ofsted of the impact of the Approach

The Hampshire Approach

The Hampshire Approach guides how we work with children, families, partners and each other. It is a whole system approach which at its core builds on the strengths within a family to meet the needs of their children now and in the long-term.

Creating relationships

Strengthening the family's support
network

Building on strengths

In practice

Traditional practice	Hampshire Approach
We ask... what can't you do? How much support do you need?	We ask.... What can you do? What is working well and why?
We open our meetings by.... Discussing the risks and what's gone wrong in the past	We open our meetings by... Discussing what's been working well since the last meeting, what has been learnt?
We capture the parent and child's view during assessment and planning	We assess, plan and review together with the family
We write about the child and family in professional language	We write directly to the family and child in language they understand
We focus on reducing the number of children in care	Focusing on keeping more children safely home and with their support networks

Examples

Working with a father to enable reunification home

B, an Intensive Worker, has drawn on her HA training to engage a father in the family's reunification plan. This father was experiencing low moods and despite recommending he see his GP this hadn't happened. Becky began by asking whether he'd felt this way before and what had helped. This led to a conversation about running and its benefits. Becky suggested he try a run before their next meeting which he did. With Becky's encouragement and support he is now running regularly and feeling better. This means he's more able to engage in the plan to reunify his child.

"Asking the person what has worked well before means I'm not giving them the idea, they're telling me something they've already invested in"

Building meaningful relationships with young people

Building a relationship is the foundation of any work with young people, especially so for those in our residential placements. R an Intensive Worker was supporting a young person who had a love of rugby, but had been moved to a placement which meant she couldn't attend her club. R drove her to the weekly training sessions, watching her train and play matches. Investing in this relationship enabled the young person to trust the Worker, so they could start to explore her strengths and build on them. They went on to shop and cook together, helping her prepare for independence as an adult.

"A young person will always have strengths, they might not be traditional, but they are there. We just need to take the time to build a trusting relationship with them so we can open up avenues to explore what they're good at"

Examples

Working with a mother to build on strengths and reduce risks

Intensive Worker has encouraged mum to explore the characteristics of healthy and unhealthy relationships, engage in mental health support, improve engagement with child's school and reflect on impact of adverse childhood experiences for her daughter. All this has been done using a strengths-based approach. **At the start of this involvement, mum felt powerless and overwhelmed.** However, she has engaged really well with the support offered. The Intensive Worker has encouraged her to recognise that she has many strengths and is a good mum. Mum needed her confidence restored and, through therapeutic and practical interventions, she is feeling more empowered and in control.

Future Development

Define and market the Approach

- Branding
- Clear one-liner and mid length descriptions
- Key marketing resources
- Update to Sharepoint Pages

Build on resources

- One minute guides
- More detailed guidance about how to apply in different services and scenarios

Improve how we access resources

- Revamp of toolkit
- Collating/creating direct work tools, user friendly format
- Physical intervention packs for practitioners

Further learning and training developments

- Exploring making in-person and incorporating more practice examples
- Supporting and embedding Practice Circles

Embedding and evidencing

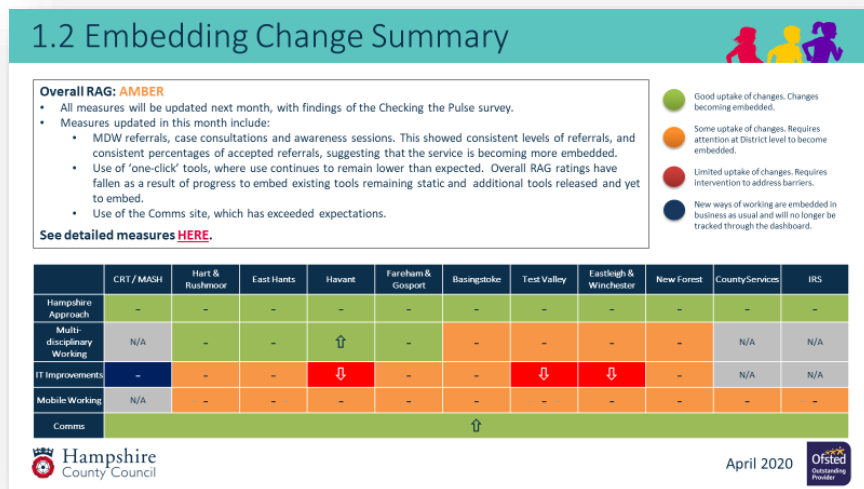
How we embed (and continue to...)

Filter the Approach into key documents... plans, assessments, forms

Develop and adapt training

Practice Circles

How we measure success and impact



Hampshire and Isle of Wight Approach - staff survey

Help us to shape the future of the Hampshire and Isle of Wight Approach by sharing your views and ideas. Responses are anonymous and will help us to develop further tools, training and support packages.

Estimated completion time is 5 minutes

* Required

1. Which local authority do you work for?

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Hampshire

Isle of Wight

Case file audits

Rationale

Case file audits provide a perspective on front line practice and the quality of work being carried out with the child and their family. The file audit process and questions are reviewed regularly, and take the form of an automated SNAP survey, to allow for efficient reporting, allowing more time to analyse the qualitative questions which look more closely at outcomes for children and young people, as well as providing a far more robust learning opportunity for the case file practitioner to reflect on their work including service user feedback. Auditors are provided with [on-line Case File Audit guidance](#) to improve the qualitative information included in the audit.