

# Children and Families Advisory Panel

## Hampshire Approach overview

**Sarah Plummer**



# 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** is a mindset and is at the heart of all we do. It guides how we work with children, families, partners and each other.

We work together to:

- **Respond to risk and keep children safe**
- **Develop positive relationships**
- **Identify and build on strengths**
- **Grow and strengthen support networks**



**Because by doing so we'll contribute to positive change, now and in the long term.**

# 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"*

# Developments in past 12 months

## 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



## We've delivered

- New branding
- Clearer definitions and ways to describe the approach
- User guides and resources
- A new Sharepoint site, making information more accessible and informative
- Updated training packages

# Plans for 2023

- Focused work with Residential, Fostering and the Independent Reviewing Services.
- Creating information and guides for children and families.
- Build on the guides and resources we created in first phase.
- Further training enhancements.

