

Family Help

Corporate Parenting Board

8th November 2023

**TRANSFORMING
SOCIAL CARE**
FOR CHILDREN AND FAMILIES



**MODERNISING
PLACEMENTS**
PROGRAMME





Context

The publication of the Independent **Review of Children's Social Care** report in May 2022 marks a significant and landmark point in time as it seeks to create generational change across children's social care.

A key set of recommendations act as a catalyst for a '*revolution in family help*' which are endorsed by the government's response paper '**Stable Homes, Built on Love**'. A number of associated consultations are being undertaken and there will be a requirement for changes to legislation and statutory guidance such as Working Together to support full implementation.

In the meantime, local authorities are charged with commencing the work to develop and implement a new model of Family Help.

In Hampshire this means combining the staff and functions currently within our Family Support Service (FSS) and Childrens Assessment and Safeguarding teams (CAST). Consequently, changes need to be made and as individual's impacted by these changes we are formally engaging and consulting with you.





What is Family Help?

The IRCSC defines Family Help as:

- 'support that aims to improve children's lives through supporting the family unit and strengthening family relationships, **to enable children to thrive and keep families together**, helping them to provide the safe, nurturing environments that children need'
- Being built in **partnership** with the families and communities it serves
- Is **high quality and evidence led**. It should be delivered by **skilled professionals from a range of disciplines** who have the time and capability to build trusting and supportive relationships
- Being available to any family facing significant challenges that could pose a threat to providing their child with a loving, stable, safe family life. This ranges from families who currently receive **targeted early help to those who are on a child in need or child protection plan**
- Seeking to understand and respond to **the whole range of challenges** that children and families face, bringing in and coordinating wider services and partners to support families and avoid them falling between services
- Support offered at the level a family needs in order for them to function well with the aim, where possible, of avoiding ongoing service involvement. It should build on a **wider offer of support and early intervention in communities** that is available to all families.



Our vision for Family Help



Outcomes

Improving outcome for children and families

Keep more children safely at home (with needs met)

Reducing demand for level 4 services

Increase recruitment and retention

Locally based FH teams aligned to local resources (hubs)



Children & Families will ...

Be able to access support easily in their local community

They will be pro active and empowered to seek support

Have an improved experience with less transition points

Build trusting and supportive relationships with a range of agencies

Have their needs met at the lowest level to reduce escalation



We will ...

Reduce transition points

Improve community links

Foster Multi Agency working

Be responsive to the dynamic nature of families

We will use local resources to facilitate positive outcomes



We need to be good at ...

Aligning workers skills to meet the needs of the family eg: IW workers

Using skills set of differently qualified staff

Linking and building relationships with local community resources

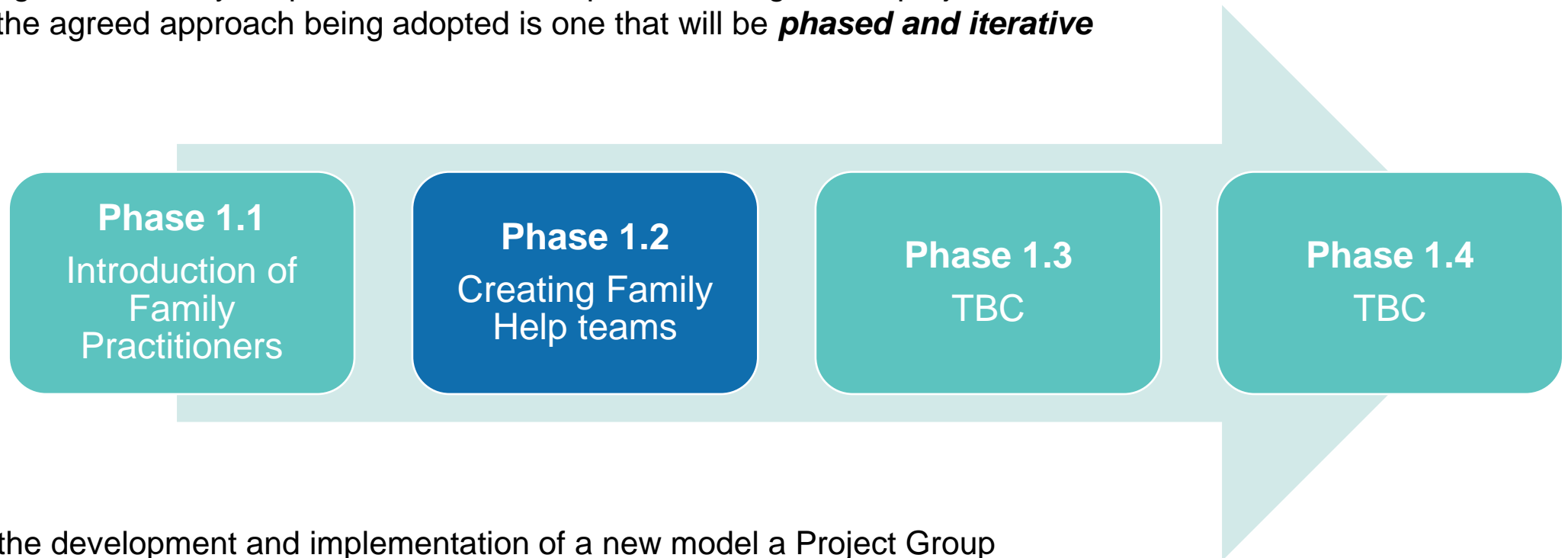
Establishing a flexible workforce

Adopting and implementing a whole family approach



Hampshire's approach

Implementing a new Family Help model across Hampshire is a significant project to undertake. Therefore, the agreed approach being adopted is one that will be ***phased and iterative***



To support the development and implementation of a new model a Project Group has been established with representation from the teams impacted.



Progress to date

Phase 1.1: COMPLETE

- ✓ Developed new differently qualified role of **Family Practitioners**
- ✓ Staff started in post in January 2023. Placed in CAST and will transfer to new Family Help teams in early 2024
- ✓ A case holding role of lower level, specific CIN case types with robust management oversight

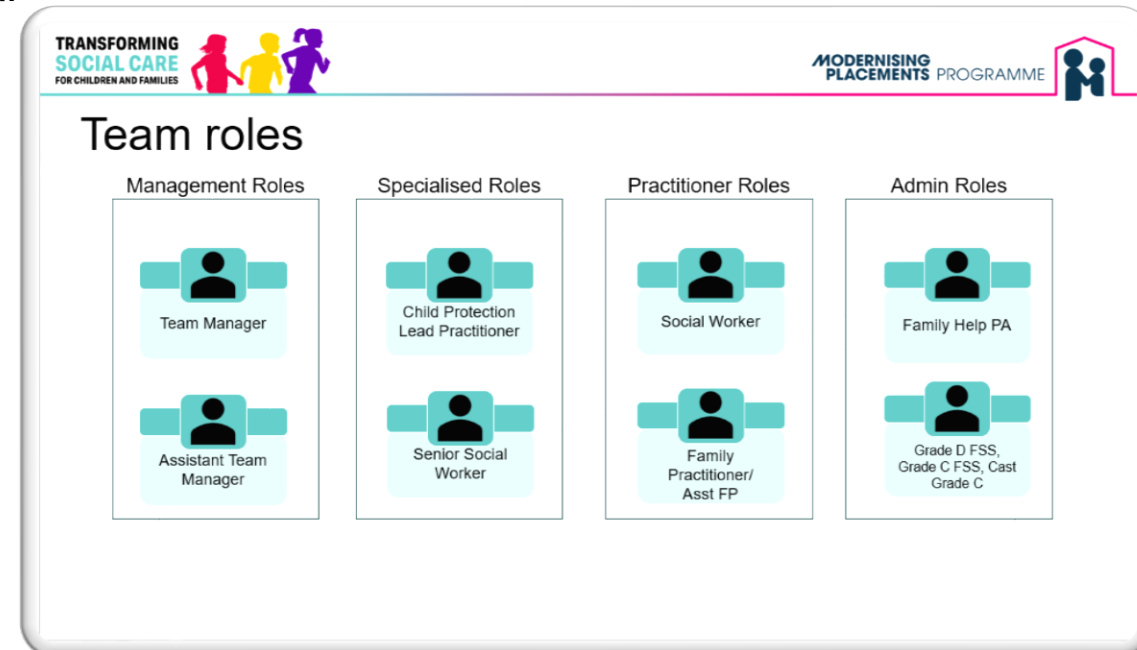
Phase 1.2: CURRENT

- Planning to implement model with **34** new locality-based FH teams across county
- Data analysis reviewed caseloads, geographical localities and staffing profiles
- Staff consultation completed
- Skills Scan reviewed training needs of existing workforce & is being used to develop robust training package before full and final implementation



Overview of Family Help Teams

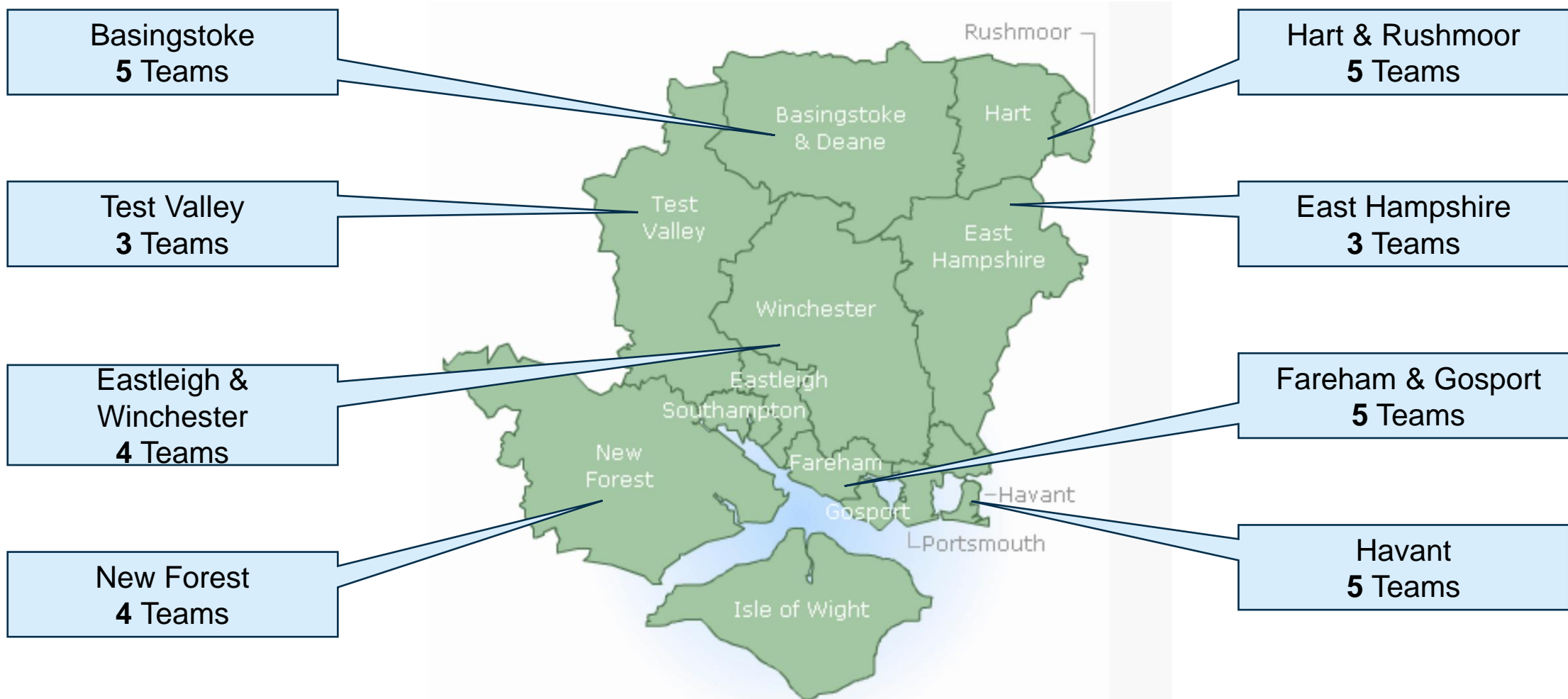
- Each of the 34 Family Help teams will cover a **smaller geographical area** which will promote closer links with local partner agencies and make teams more accessible to families
- Early Help and children in need support and services will be delivered by each Family Help team enabling both Social Workers and Family Practitioners to have a **mixed caseload** of families
- Within the Care review a new **Child Protection Lead Practitioner** role has been created. In Hampshire, the aspiration is to recruit one role to each of the 34 Family Help teams, their role being to case hold complex child protection cases, jointly work families with differently qualified colleagues, chair child protection conferences and support managers in their child protection decision making





Proposed number of teams

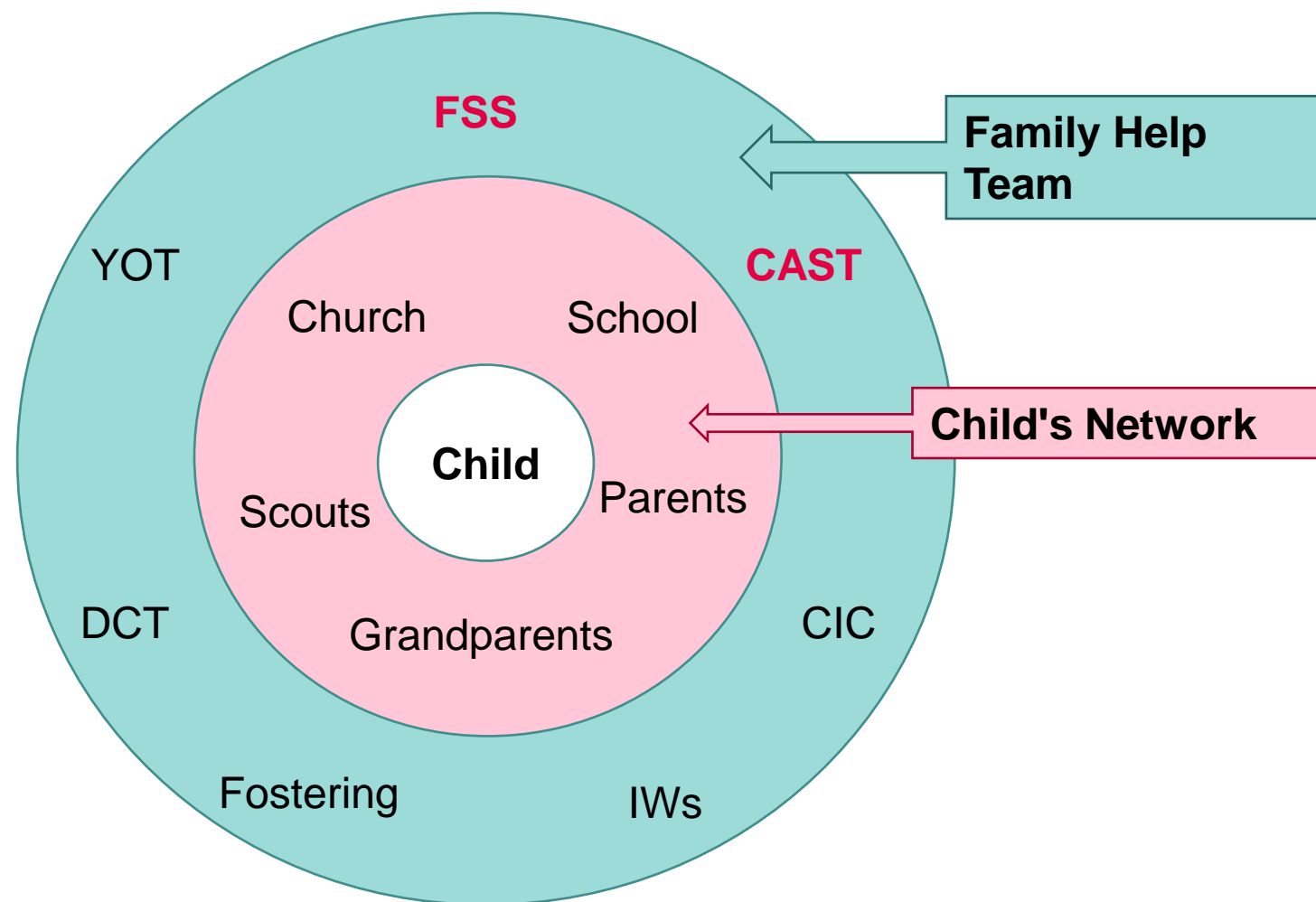
For reference, the geographical alignment, and number of Family Help teams per district was based on thorough analysis of caseload, and referral data.





Longer term vision

- Professionals 'stepping in and stepping out' of a child's network as required in response to needs and risks
- Move away from linear transitioning through social care
- Aligned with Community Hubs in local areas to de-stigmatise accessing services
- Working with partners will continue to be central to these teams
- More social care teams and services will move into family Help teams over time as the model evolves.





Next Steps



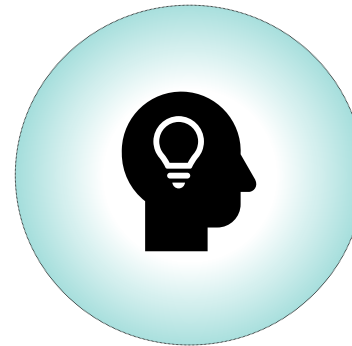
FH Teams

Confirm to staff final
Family Help team
membership



Recruitment

CPLP vacancies go live
for both internal and
external candidates



Training

Ensure that robust and
supportive package is
available for all staff/
delivered before go live
(& beyond)



Go live

2024: Launch and
implement new FH
teams