

The Hampshire Approach

Children and Families Advisory Panel
Feb 2019

Our vision

- A **family** service – a system focussing on improving outcomes for the children in the family context
- A social work led, integrated, **multi-disciplinary service**, from the front door to specialist services
- An approach supporting social workers to deliver **meaningful interventions** and create lasting change
- Improved **flexibility** for good practice to flourish
- Children are supported by and within their **family/community** wherever possible

Outcomes – what are we looking to achieve?

- Positive and sustained change for children, young people and their families
- Keeping more children safely at home
- Families feeling they are getting the right support, at right the time, from the right person

We will see we are making a difference through:

- Reduction in Looked After children numbers
- Reduction in repeat referrals
- What families tell us – external evaluation

Hampshire Approach

- Why we are doing this
- Building the approach
- An approach, not a process

A clear and shared mind set

We believe

- Developing positive relationships with individuals and families is the heart of what we do.
- Everyone has strengths, and we get the best from each other when we recognise and build on those strengths.
- In listening, respecting and working together with a child/adult and family and those that have a responsibility to them.
- That working with the whole family will achieve the best outcomes for the child/adult in the long term.
- That working in this way enables us to identify, respond to and manage risk safely.

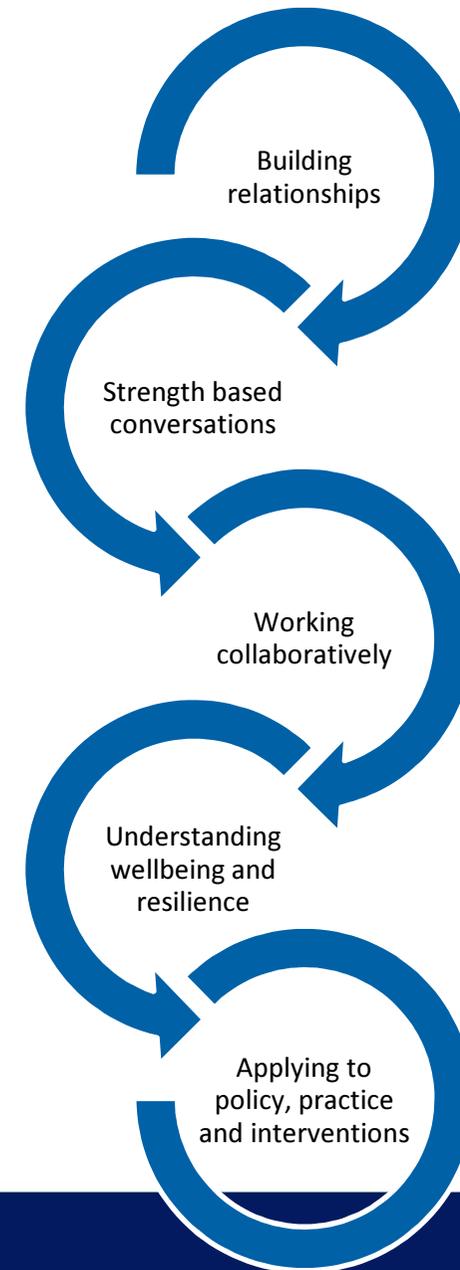


The Hampshire Approach



Translating the mindset into practice

Our areas of focus



Hampshire Approach learning pathway

Building relationships with a strength based approach

Motivational Interviewing skills

Solution Focused conversations

A Restorative Approach to facilitation and mediation



Strengths based working

True or False?

What does it look like?

Traditional practice

We ask - what can't you do? How much support do you need to complete this task? What are the risks you present? What has gone wrong in the past?

We capture the individuals/families view during assessment and planning

Social work can be process driven, with a focus on meeting statutory targets. Sometimes we focus on the task, rather than the reason why we're doing the task

We want to reduce the number of children in care

Hampshire mind set

We ask - what would make life look good for you? What does it look like? How do you want to get there?

We assess, plan and review together with an individual, their family, those important to them, and the professionals who have a responsibility to them.

We are driven by improving outcomes for individuals/families. Our assessments, plans and interventions are meaningful and built around our agreed outcomes.

We want to increase the number of children staying safely at home.

Myth busting

We're doing the strengths based approach.....

- ✓ The Hampshire Strengths Based Approach includes several elements, of which strength based working is just one. It is also about prioritising relationships, working collaboratively, supporting the whole family, understanding resilience and wellbeing and managing risk safely

I've just paid you a compliment – that's strength based working!

- ✓ Strength based working is about recognising and building on strengths so the person you're working with can grow and thrive.

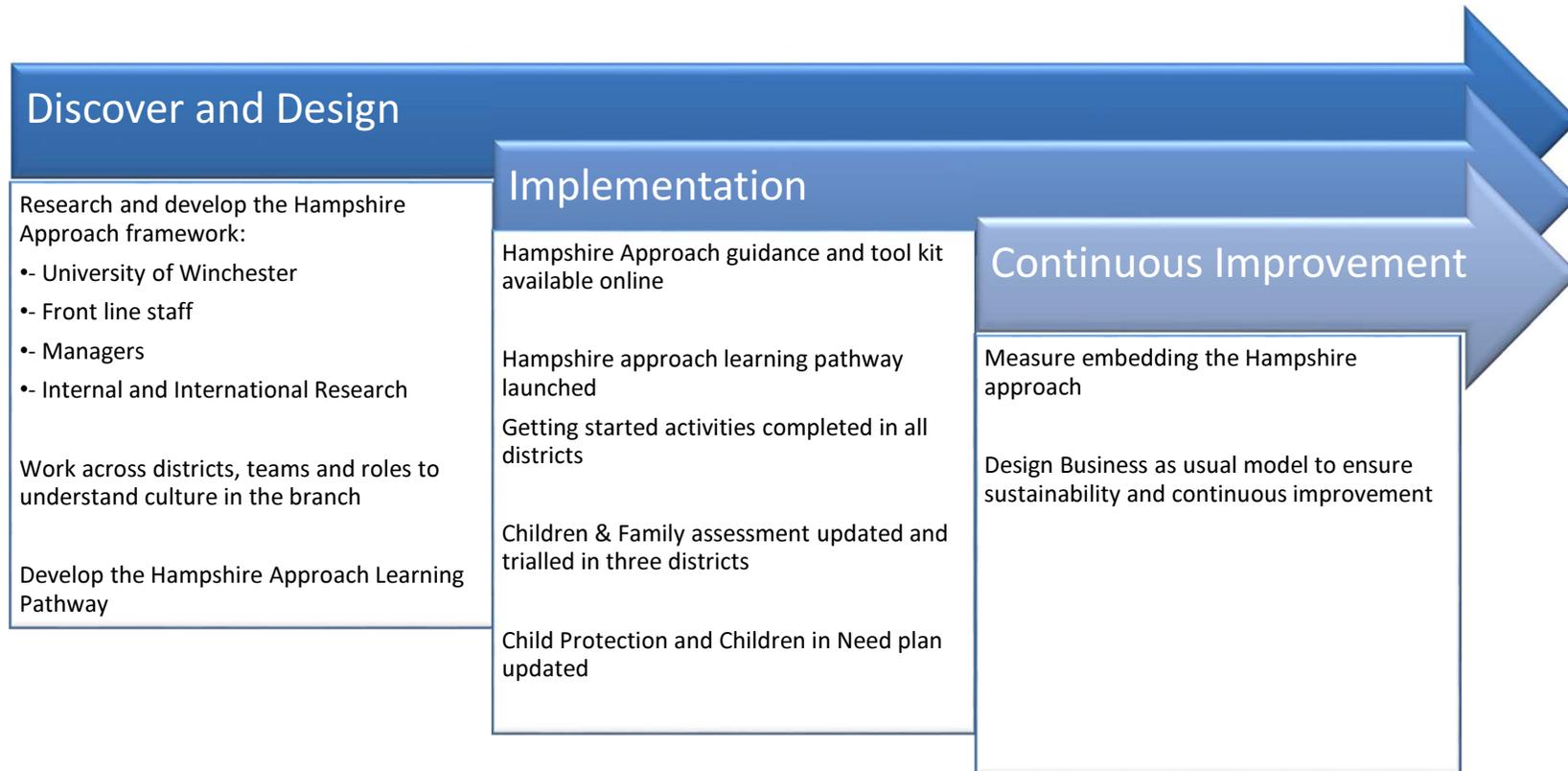
The Courts don't want to see a strengths based report, I need to highlight the risks

- ✓ We already submit balanced and strength based reports to Court – they highlight what we've tried, what has been achieved, but also all the reasons why an order/decision is required. Talking about risks and strengths is not mutually exclusive.

I need to be directive, but this isn't strength-based is it?

- ✓ We all use different communications styles for different audiences and purposes. There will be times when you need to be directive. But it is helpful to reference **why** and **what impact this will have**.

Children's Services: The Hampshire Approach journey so far...



Strengths Based Conversations

- Exercise