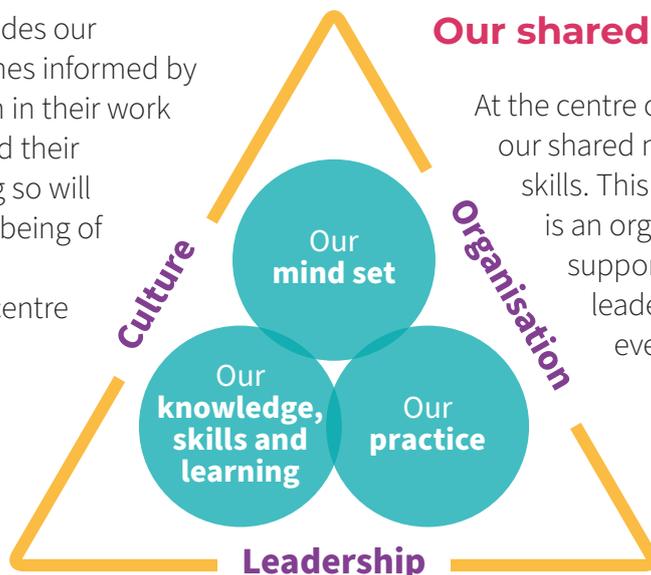


The Hampshire Approach

The Hampshire Approach is our way of working, and a shared mindset that guides the way we work with children, young people, their families, and with each other in our organisation.

The Hampshire Approach provides our practitioners with clear guidelines informed by evidence, which supports them in their work with children, young people and their families. We envision that doing so will increase the resilience and wellbeing of the families we work with. The Hampshire Approach is at the centre of everything we do – from our meetings, conversations, how our practitioners are supported and supervised, and the policies, practices and forms we use every day.



Our shared mindset

At the centre of the Hampshire Approach is our shared mindset, our practice, and our skills. This has been possible because ours is an organisation whose culture supports the approach, and whose leadership models this mindset every day.



Five key principles underpin our way of working.

We aim:

- 1 To provide services and interventions which will improve children's outcomes in their homes and families.
- 2 To have a social work led service that is organised, consistent, responsive and draws on the expertise of various professionals and disciplines.
- 3 Create a way of working that supports our social workers to deliver meaningful and lasting change for children, young people and their families.
- 4 To provide our practitioners with an environment that promotes flexibility in practice, and one where good practice can flourish.
- 5 For children to be supported within their families and/or communities wherever reasonably possible.

We believe:

- 1 That developing positive relationships with families should be at the heart of what we do.
- 2 That everyone has strengths, and we get the best from each other when we recognise and build on those strengths.
- 3 In listening, respecting and working together with children, young people, their families or any other person who has responsibility over them.
- 4 That working to support the whole family will achieve the best outcomes for the child or young person in the long term.
- 5 That working in this way enables us to identify, respond to and manage any risks safely.

How the **Hampshire Approach** mindset is translated into practice:

To support our practitioners in putting the Hampshire Approach mindset into practice, we focus on five key areas

1 Building relationships

- A multi-disciplinary approach – bringing together professionals from various agencies is key – the practitioner who is best placed to understand the circumstances of, and work closely with the family should lead any intervention we provide. This is made possible by drawing on the skills and expertise of the other professionals working with the child and their family.
- Handovers and information sharing between the professionals are well supported and does not disadvantage the child or family. The family should tell their story only once.
- Adequate training is provided and available to our practitioners to support them in building relationships with families.



3 Working collaboratively

Collaborative working means that:

- Our interactions and engagement with families are not only limited to 'formal meetings' – all visits, whether at home or in the community, are an opportunity for us to work together.
- Wider family and support networks are identified at the earliest opportunity.
- Families are supported to be prepared for important meetings so that they get the best outcomes from these meetings.
- Meetings and conferences are designed to support family involvement and collaboration – this is achieved in part by thinking about when and how these meetings are conducted so that the family can meaningfully participate.

2 Strength based conversations

Strengths based working helps us to:

- Build purposeful relationships with children, young people and their families.
- Engage, empower and motivate families we work with.
- Develop realistic outcomes and goals for children, young people and their families.
- Create good plans in the delivery of services to children, young people and their families.
- Support families to build on their strengths and develop their own solutions.
- Connect families to sustainable support networks.



4 Understanding wellbeing and resilience

We aim to support the children, young people and families we work with to build resilience and to sustain long term positive change. Our practitioners are trained to understand and assess the factors that have a bearing on wellbeing. The strength based approaches we use to work with families including Motivational Interviewing, Solution Focused Practice and Restorative Practice underpins the journey from vulnerability to increased resilience, and provides families with practical ways to build a protective environment for their children.

5 Applying to policy, practice and interventions

Every aspect of our practice, from how we conduct our internal meetings to how we interact with children, young people and families is informed by the Hampshire Approach. This extends to our policies which provide practice direction in our work with children and families.

How can I find out more?

Speak to your Social Worker, Family Support Worker or the Independent Reviewing Officer (IRO) in the first instance to find out more about the Hampshire Approach and how it informs our practice.

If you are a professional, please get in touch with the Project Officer on

ChildrenandFamiliesCommunications@hants.gov.uk