



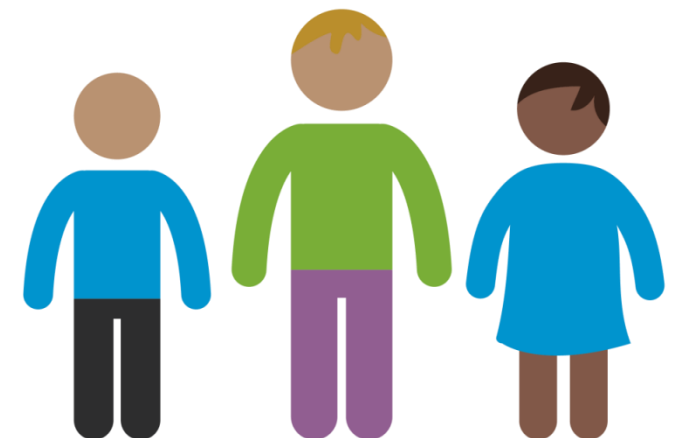
Putting children at the heart of all we do.

Strengthening Families



Overview

- Warwickshire Children & Families under the new 'One Team' vision has agreed to pilot a new approach to Child In Need and Targeted Family Support, called Strengthening Families.
- Child in Need Service to children (0-18) and families who have either a Child In plan or an Early Help Single Assessment in place.
- County wide service across 5 districts
- The full pilot will commence from the 1st of May 2018.



Values and Principles

- Our **focus is the child** and the family and the outcomes we can help them achieve - with their voice at the centre of our engagement;
- The level of intervention will be with **consent** from the family and will be **proportional to the needs** of the child and family;
- We value and promote a **strong culture of collaboration** and support built through joint working and shared vision in supporting the child and family
- We aim to adopt a **relationship model** to enable the child and young person can have access to the **same family support** if the situation escalates from Targeted support to child in need
- We will adopt a **consistent theory of change** to support practice in delivery of the service; this will be a Solution Focused approach.
- We will work **intensively** with the child's plan with regular visits, timely and enhanced reviews.
- We will aim to **enhance capacity** within the locality with Strengthening Families Social Worker offering advice and support within their locality to prevent an escalation in concerns by **intervening early**.



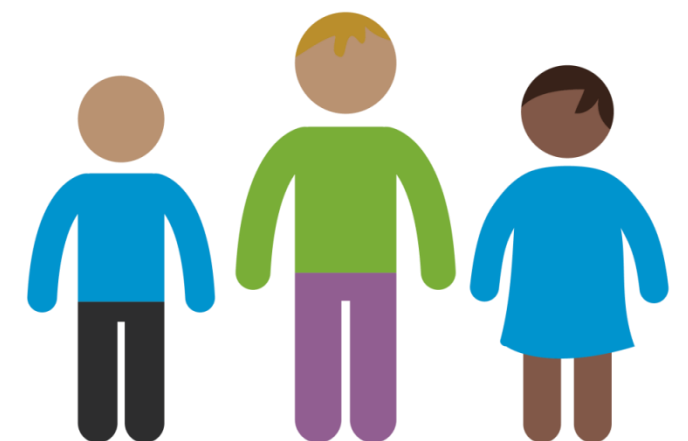
POD Delivery Model

- The 'pod' team will hold approx. 100 children both children with a CIN plan (50) and children who receive targeted family support (50)
- 1 Strengthening Families social worker,
- 1 Strengthening families' team manager
- 4-6 family support workers in each district
- County wide-Operations Manager and a Social Work team manager to supervise the Strengthening Families Social Workers
- Admin support in Districts



POD Delivery Model

- The service will aim to work with the child and family for a minimum period of 16 weeks. This does not mean intervention has to end, every situation should be considered individually but the effectiveness of the work will be reviewed at 3rd Review (within 12-18 weeks) whereby an enhanced review will occur and ongoing timescales agreed.
- Pilot will take initially the longest fifty children in each district who have been open to CIN service. All other children identified as CIN will be supported and transfer as they do normally between Assessment & Intervention and Safeguarding & Support teams.
- Targeted Family support will be identified by EHO (50 children per district)



Role of Strengthening Families Social Worker

- Review the Child in need plan every 4-6 weeks to ensure the plan remains SMART and effective.
- Ensure enhanced reviews are undertaken at every 3rd review (between every 12-18 weeks).
- Be allocated a maximum of 50 children (FTE) at any given time; with the family support worker undertaking the direct intervention.
- Hold statutory responsibility for the cases and will be 'allocated worker' on mosaic. (The family support worker will be the 'assigned worker' for CIN).
- Responsible for risk management and case escalation
- Be available for when a family support worker needs advice or support or needs additional support or co-working particular pieces of work.
- Provide group supervision to improve collaboration, skill building and sharing best practice to achieve better outcomes for children.



The role of the Family support worker

- Work with up to 20 children at any one time (FTE)
- Have mixed caseload categorised as Child In Need and Targeted Family Support.
- Undertake the direct intervention which will include regular child in visits to see the child and family, liaising with professionals and intensively working the underpinning plan.
- Input to plans to achieve changes, as well as identifying any risks and concerns.
- Within targeted family support , the family support worker will be the 'lead professional' with the consent of the family and will be responsible for reviewing and monitoring and delivering the Family Support Plan.
- Deliver parenting support groups as part of the rolling programme



The Strengthening Families team Manager

- Lead and manage team on a day to day basis
- Be responsible for allocation of work;
- Providing supervision to the family support worker.
- Responsible for ensuring children and families are receiving appropriate services and ensure resources are allocated appropriately throughout the locality.
- Co-ordinate the Weekly Allocation Meeting
- Co-ordinate locality panels Locality Panels.



Priorities

- Ensure resources within the service are allocated effectively to ensure the delivery of the pilot to include a consistent approach in the implementation of the policies and procedures.
- Develop and embed a joined up approach of working collaboratively within the Business Unit to deliver effective services to children and families.
- Ensure children who are subject to Child In plans and targeted plans have effective and rigorous review processes in place to deliver good outcomes for children and families.
- Ensure staff have the relevant training and support to deliver an effective theory of change.
- Evaluation of the pilot which considers the experiences of the children and families and evaluates the effectiveness of the pilot from a qualitative and quantitative basis.
- Communication of the pilot, with both internal and external partners to be consistent and delivered in a timely manner.
- Aim to increase capacity through development of a student social worker hub and by offering advice and support within their locality to prevent an escalation in concerns by intervening early.



Service Capacity

	Current Proposed Number of Full Time Equivalent (FTE) FSWs	Number of Children (assumes 20 per FTE worker)	Number of Children (social care) per FTE worker	Number of Children (Early Help) per FTE worker
North Warwickshire & Bedworth	5.65	113	57	57
Nuneaton	6	120	60	60
Rugby	5	100	50	50
Warwick	6.18	124	62	62
Stratford	4.29	85	43	43
Total	27.11	542	271	271