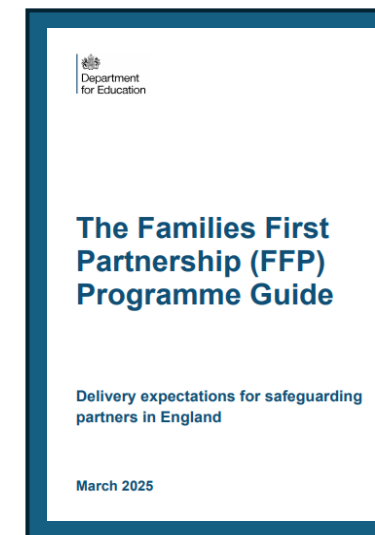
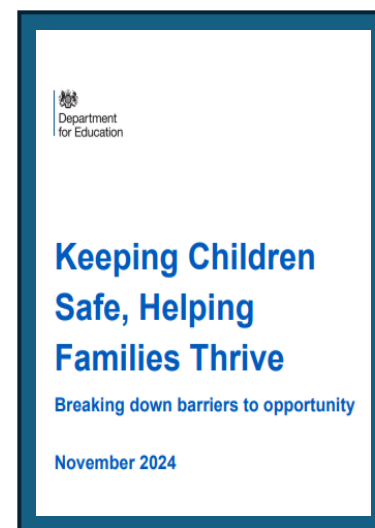
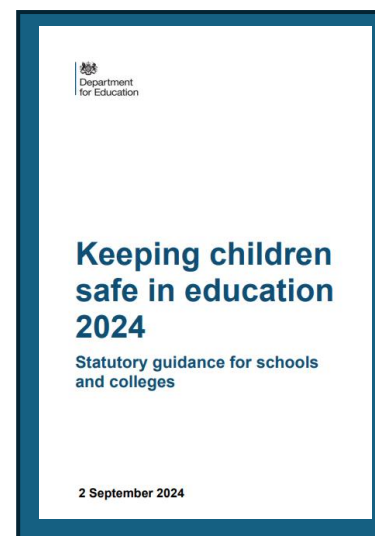
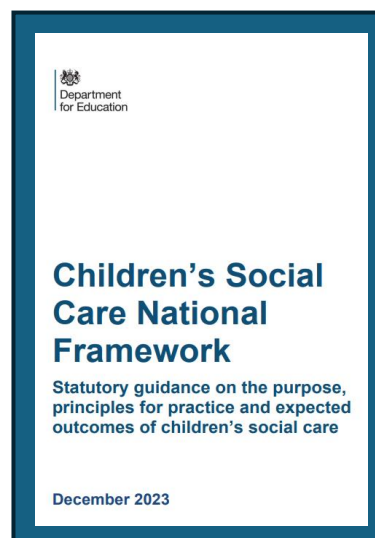
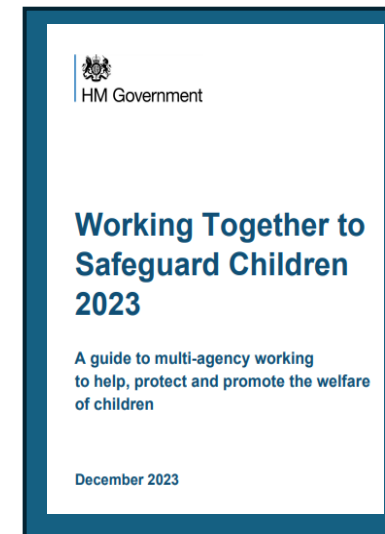
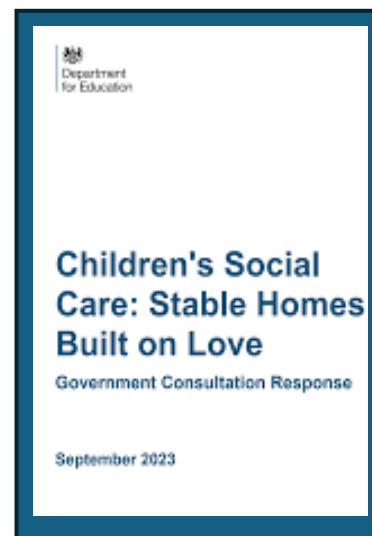
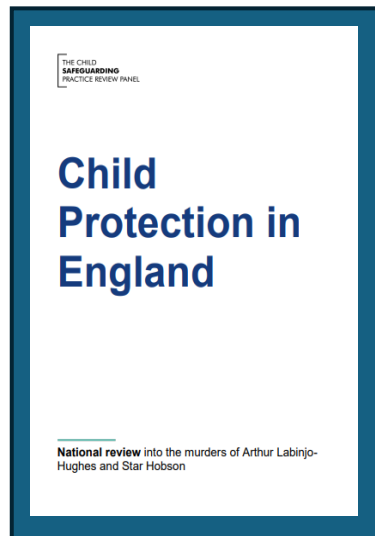


# Families First Partnership

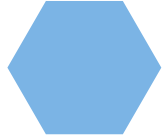
Sheffield City



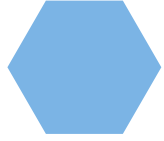
# POLICY CONTEXT – Background to the changes



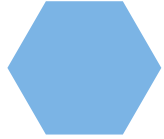
# The Children's Social Care National Framework sets out six pillars:



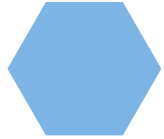
**Pillar 1:** The right support provided to the family at the right time and services that provide wrap around support – **Family Help**.



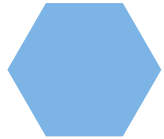
**Pillar 2:** A decisive multi-agency child protection system – **Multi Agency Child Protection Teams (MACPT)**.



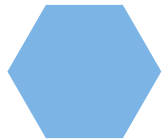
**Pillar 3:** Unlocking the potential of family networks - **Kinship Strategy**.



**Pillar 4:** Putting love, relationships and a stable home at the heart of being a child in care – **Belonging**.



**Pillar 5:** A valued, supported and highly skilled worker for every child who needs one - **Family Help Lead Practitioners (FHLP) and Lead Child Protection Practitioners (LCPP)**.



**Pillar 6:** A system that continuously learns and improves and makes better use of evidence and data - **Practice Framework**.





## CONTEXT



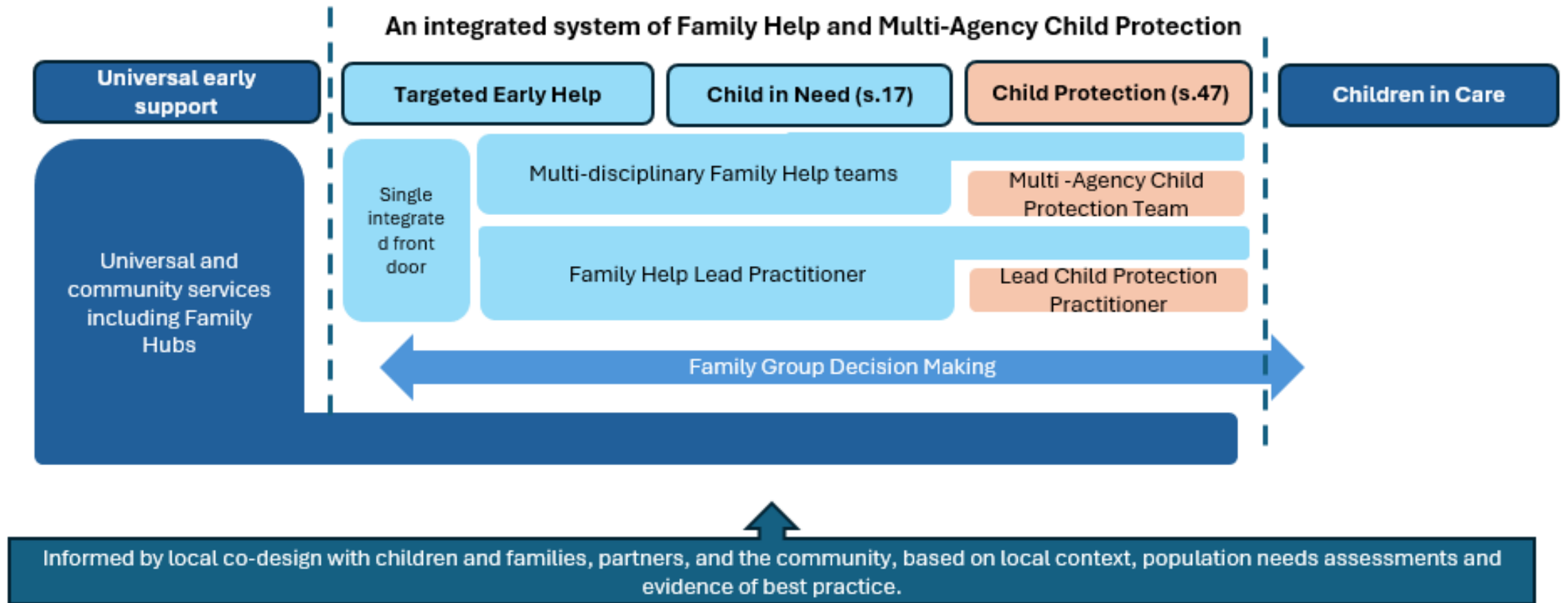
There are consistent themes across all policy initiatives that focus on:

- **Partnership working** via an agreed practice framework.
- **Strengthening the engagement** of education as a key agency.
- Reducing the number of children **accessing acute services** – meeting the need at ‘**the right time**’ for the family.
- **Destigmatising support** – reshape as family help.
- Engaging families as partners - **not doing to.**
- **Reducing** the number of children in care.
- Child protection decision making needs to be completed by **those with experience** and is a key **multiagency partnership** function.
- **Stability of the Social Work workforce** - new DfE agency rules and regional price caps.

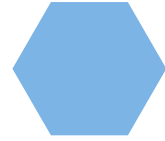
## LOCAL DESIGN – FAMILIES FIRST PARTNERSHIP

### Local design of an end-to-end system of support and protection to rebalance the system towards prevention whilst keeping children safe

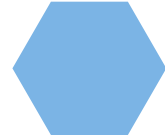
Designing a system locally to meet the needs of the population with effective, integrated and joined up services with partners.



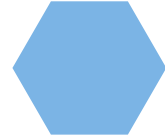
## FAMILY HELP - targeted early help & Child in Need (S17)



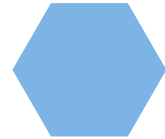
**Identifying Need:** Early identification of families requiring support. Aligned with Family Hubs/ Community hubs in local areas.



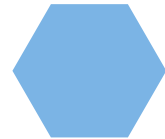
**Seamless Support:** Providing targeted early help and child-in-need services through multi-disciplinary teams.



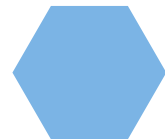
**Lead Practitioner:** Assigning a lead practitioner to coordinate support for each family, this can be a lead practitioner who is based outside of the Local Authority.



Professionals **'step in and step out'** of the child's network as required in response to needs and risks.



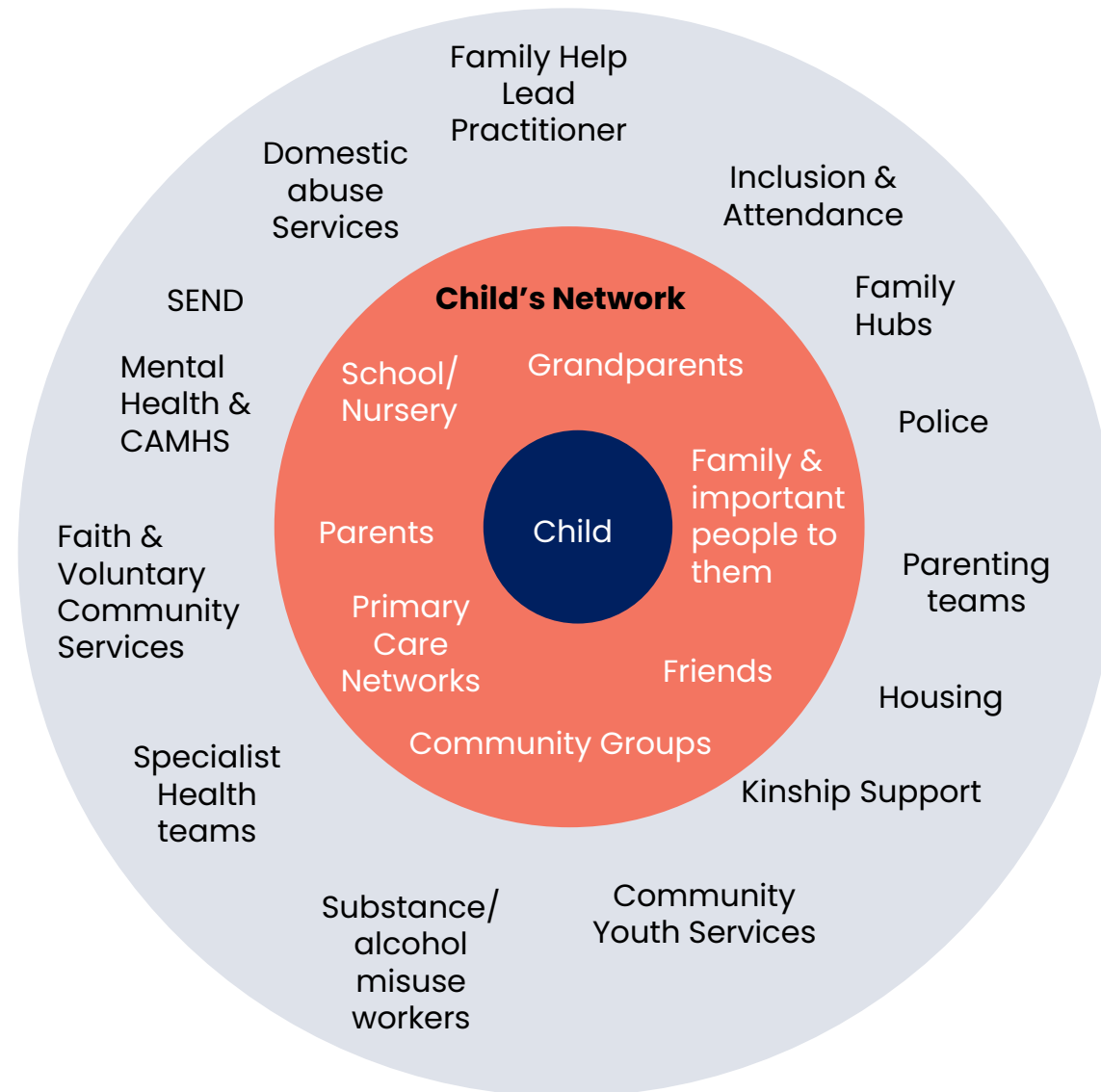
**Their story** not their referral, the child and family's story is told only once, with a trusted professional supporting their journey.



**Integrated front door**, supported by family hubs to create a friendly information & advice service that supports at any point in the family's journey.

# FAMILY HELP TEAM

Per geographical area (per 30–50k residents)



Do you have any other ideas?

\*This list is not exhaustive and for illustration purposes



# MULTI-AGENCY CHILD PROTECTION TEAMS



- **Safeguarding partners:** Social Care, Police, Education, Health.
- **Dedicated Teams:** Establishing expert-led, multi-agency child protection teams to include Lead Child Protection Practitioners (LCPPs), who will be responsible for statutory child protection decisions
- **Local Needs:** Responding to local needs and significant harm outside the home
- **Information Sharing:** Enhancing information sharing and support for parents and carers
- **Child Protection Plan:** Where a child needs a child protection plan, the FHLP should be a social worker, if they aren't already. Where a child comes to the attention of Family Help because of significant harm concerns, the FHLP should be a social worker



# FAMILY GROUP DECISION MAKING

- **Family Support:** families should be supported to enable their children to live at home.
- **Children Wellbeing and Schools Bill:** to include a measure to mandate local authorities to offer family group conferencing.
- **Family Group Decision Meetings** – the offer needs to increase to reach more families earlier, for example referrals being made from the front door or in the Family Help space, rather than waiting for child protection/ legal proceedings.





Pathfinder – Warwickshire

<https://youtu.be/ifyy3x-XA2E>

# Pathfinder experience in Warwickshire

- WCC were a Wave 2 Pathfinder, and we were tested and learnt!
- Programme started April 2024. Live from December
- Not to panic! To consider how we take people with us
- Involved at the Bid stage to help shape and influence
- Aligned closely with the delivery and programme teams
- A close eye on maintaining practice standards and QA
- To ensuring a clear practice framework is in place
- Be available to talk to everyone! Champion the reforms

## Challenges

- Delivery timescales and sequence of changes
- Size of the re-structure and supporting staff through this change
- Ensuring a seamless transition for children and young people (transition arrangements)
- Changes to the case management system
- Information sharing processes
- Aligning changes to existing provider commissioning timescales
- Although the programme team consistently engaged with young people, parents, and carers, timescales made co-production challenging in some areas of the reforms

## Successes

- Strategic partnership endorsement from the start including education
- Dedicated resources, including a Families First Head of Service and partnership programme team.
- Building on local strengths, for example expanding our existing Family Network teams
- Use of AI to support relational changes to the Front Door, MACPT and other areas of practice
- New roles including partnership roles, for example Family Practitioners, Health Navigators, PCSOs, Safeguarding Nurses
- Communicating what the changes internally and externally.

## Considerations for others

- Early and continued engagement and consultation with staff and partners, with regular written bulletins, dedicated intranet pages, face to face information session and roadshows
- Dedicated partnership Families First team, with stakeholders, from ICT, systems, property, Business Intelligence and HR
- Clear delivery timetable aligned with your local context, ie existing structures
- Dedicated time for staff inductions as they transition into new teams and roles supported by external facilitators
- Focus on the opportunities that come with National reforms whilst being a critical friend

## FAMILY HELP DEFINED AT A GLANCE

**Vision** Children's services will create a "a non-stigmatising, welcoming family help service based in local communities"

Being built **in Partnership** with the families and communities

### Relationships:

'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

### Multi- Disciplinary:

**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. This will include differently qualified staff up to and including S17.

### Belonging:

Being available to any family facing significant challenges that could pose a threat to providing a child with a loving, stable, and 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.**

### Their story, not their referral:

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 or repeating their story. Single assessments and one plan.**

### Families and Communities can provide Early help:

Support offered at the level a family needs 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.



# THE VISION FOR FAMILIES FIRST

## Outcomes...

Improving outcomes for children and families

Reducing demand for Children's Social care

Increasing staff recruitment and retention

Locally based Family Help teams aligned to local resources (hubs

Children stay at home wherever it is safe to do so

Children are reunified at the earliest opportunity wherever it is safe to do so

When children cannot live at home they live with people in their existing network

When children cannot live with connected carers they live in family-based care which might be foster care or adoption

Reduce the repetition across services by working together more effectively.

When children cannot live in family-based care, they live in high quality residential placements that meet their specific needs

## Children's & Families will...

Be able to access support easily in their local community

Be pro-active and empowered to seek support

Feel less stigmatised receiving the support they need.

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

Use local resources to facilitate positive outcomes

## We need to be good at...

Aligning workers' skills to meet the family's needs e.g., Intensive Workers

Using the skill sets of differently qualified staff

Linking and building relationships with local community resources

Establishing a flexible workforce

Adopting and implementing a whole family approach

## FAMILIES FIRST PARTNERSHIP - KEY PRINCIPLES



### Whole Family Support

Provide support to the whole family at the earliest opportunity



### Co-Design

Co-design the transformation with children and families and partners



### Localism

We work as a community within communities. Teams working around the family in geographical areas.



### Continuous Relationships

Have continuous relationships with children and their families through their journey of support by reducing transition points



### Single Assessments & 1 Plan

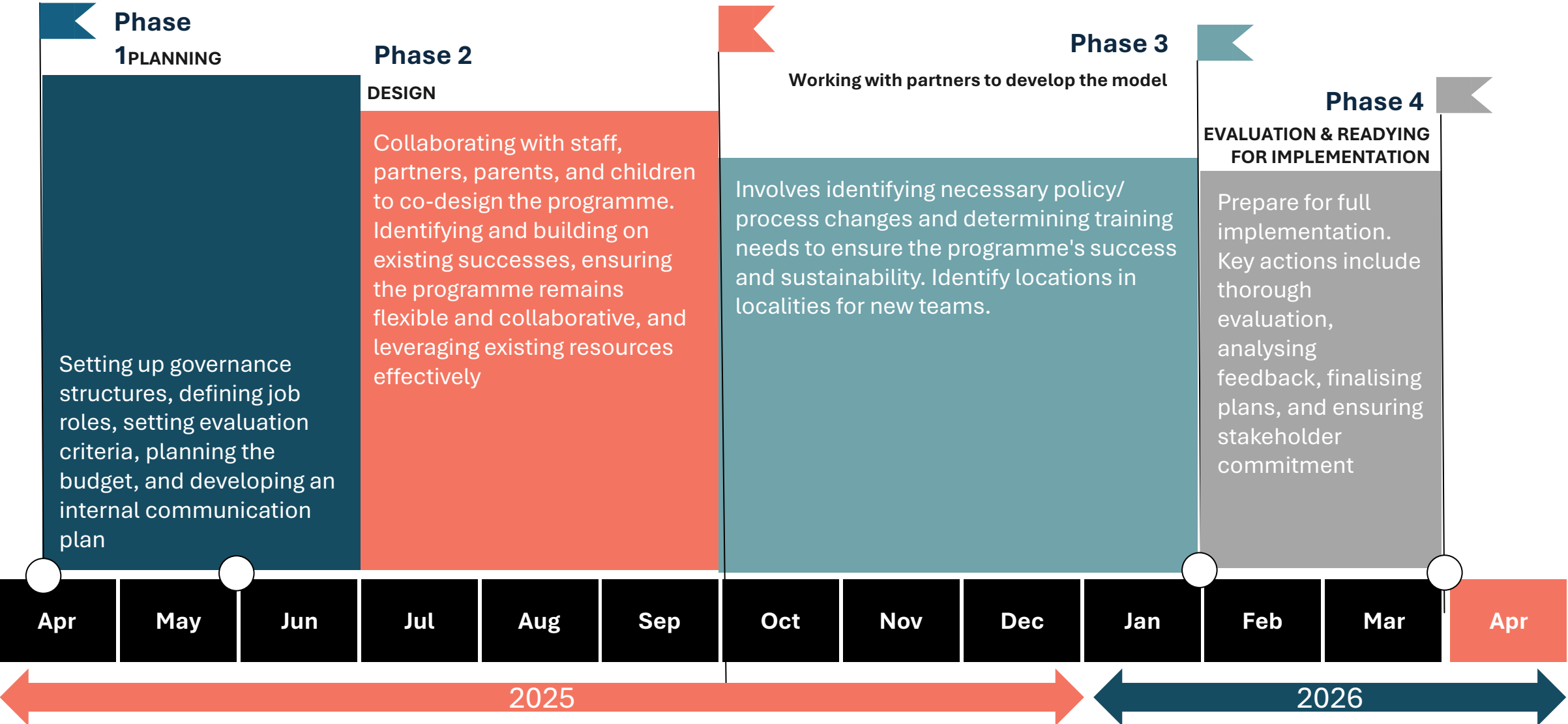
Single Assessments and 1 plan so that children and families only tell their story once









### Differently qualified staff

Developing roles of differently qualified staff, embracing their skills and experience to deliver front line interventions with families

# PROPOSED TIMELINE



# Next steps.....we need to work with our partners in Sheffield to plan service delivery in these key areas:

-  **FAMILY HELP:** a range of partners from statutory services and voluntary sector/ charities are needed to help shape the service.
-  **MULTI-AGENCY CHILD PROTECTION:** partners are needed to carry this piece of work forward.
-  **FAMILY BASED DECISION MAKING:** offer your views regarding how we can develop this offer to reach more children and families.
-  **FRONT DOOR:** partners are needed to shape the service - how can we create a more accessible service with greater signposting for families?
-  **LOCATION:** exploring locality bases for Family Help.
-  **CO PRODUCTION:** partners needed to work with families to design a system that is user friendly and meets their needs.

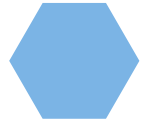




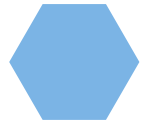
To join a work stream please get in touch - [familiesfirst@sheffield.gov.uk](mailto:familiesfirst@sheffield.gov.uk)



**FAMILY HELP**



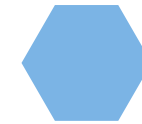
**MULTI-AGENCY  
CHILD PROTECTION**



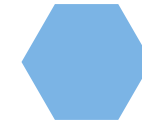
**FAMILY BASED  
DECISION MAKING**



**FRONT DOOR  
arrangements**



**LOCATION**



**CO PRODUCTION**

[familiesfirst@sheffield.gov.uk](mailto:familiesfirst@sheffield.gov.uk)

