

The image is a collage of three photographs. The leftmost photo shows a man with short grey hair, wearing a denim shirt, laughing heartily. The middle photo shows a woman in a light-colored dress talking on a mobile phone while walking. The rightmost photo shows a woman in a red top and grey hijab sitting on a swing set in a park, with a brick building and a car in the background.

A radical new approach to children's social care

Introducing today's speakers:

Ryan Wise

Practice Development Manager
Social Care Institute for Excellence

Michaela Berry

Practice Supervisor
An East Midlands Local Authority

Katie Rose

Programme Manager
Centre for Public Impact UK

Daniel Comach

Team Leader
A London Local Authority

Jerome Harvey-Agyei

Senior Children and Youth Participation
Officer
Greater London Authority

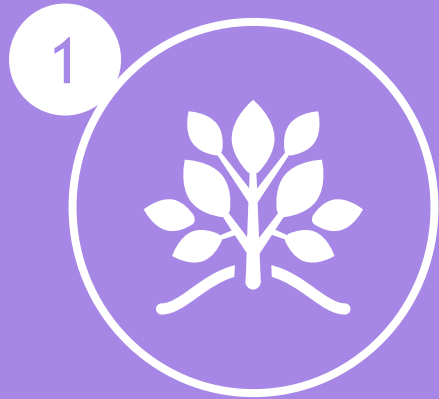
Dean Lawrence

Head of Service, Children in Need
A Local Authority in the North West of
England

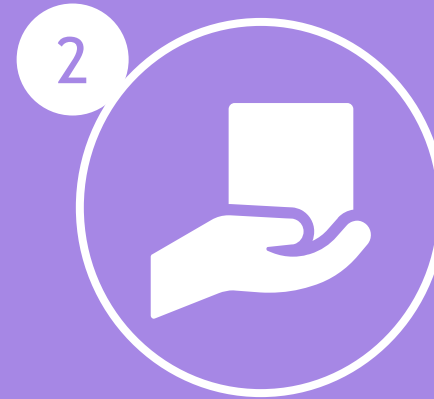
Too many things currently get in the way of social workers' ability to do their best work with families

- 1 The work is too bureaucratic
- 2 There are too many eyes and not enough hands
- 3 There is a command-and-control culture, with an excessive focus on data that is removed from the actual work

At the heart of the approach outlined in the blueprint are two fundamental principles

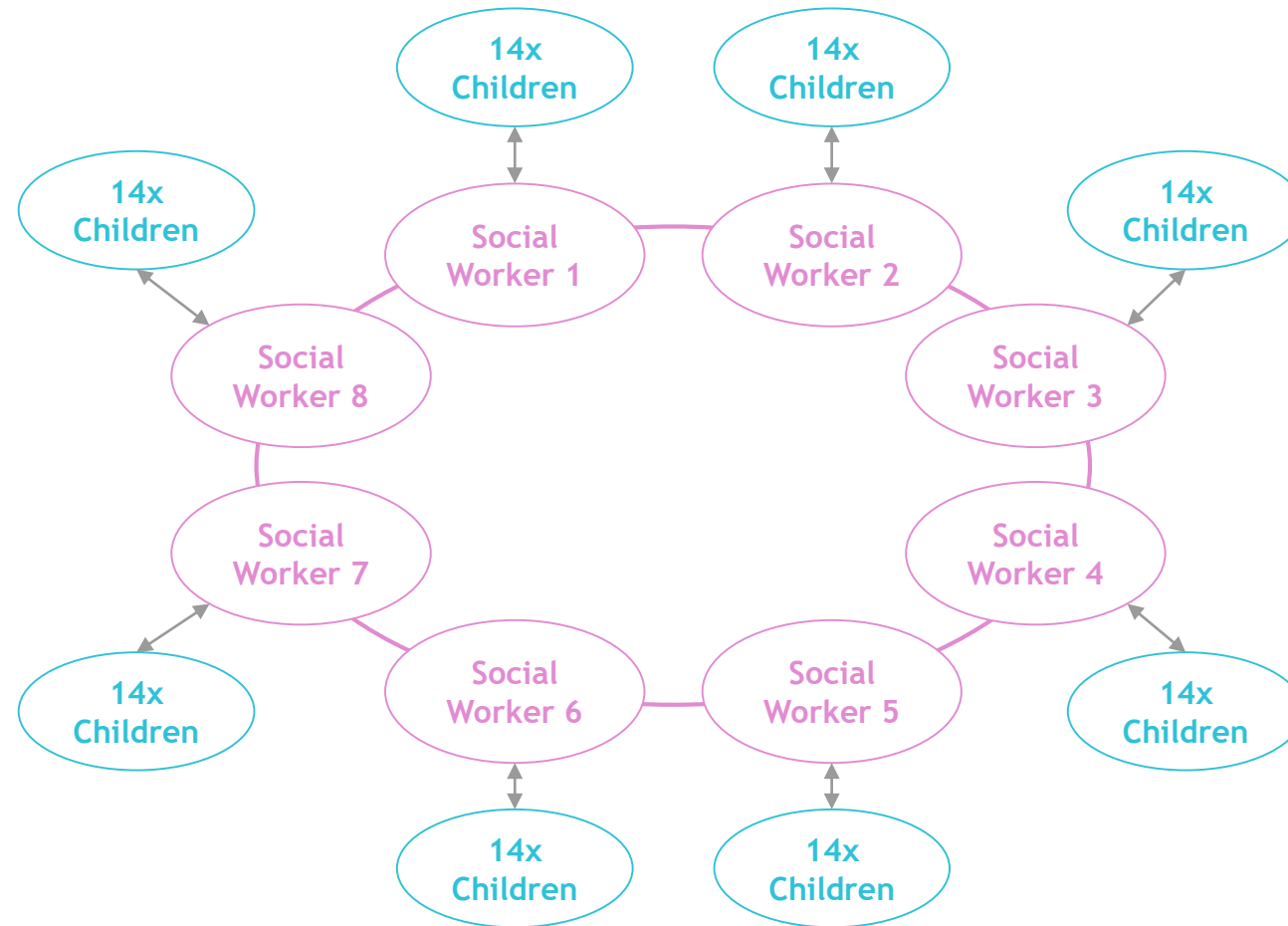


Meaningful relationships with children and families are key enablers of good social work

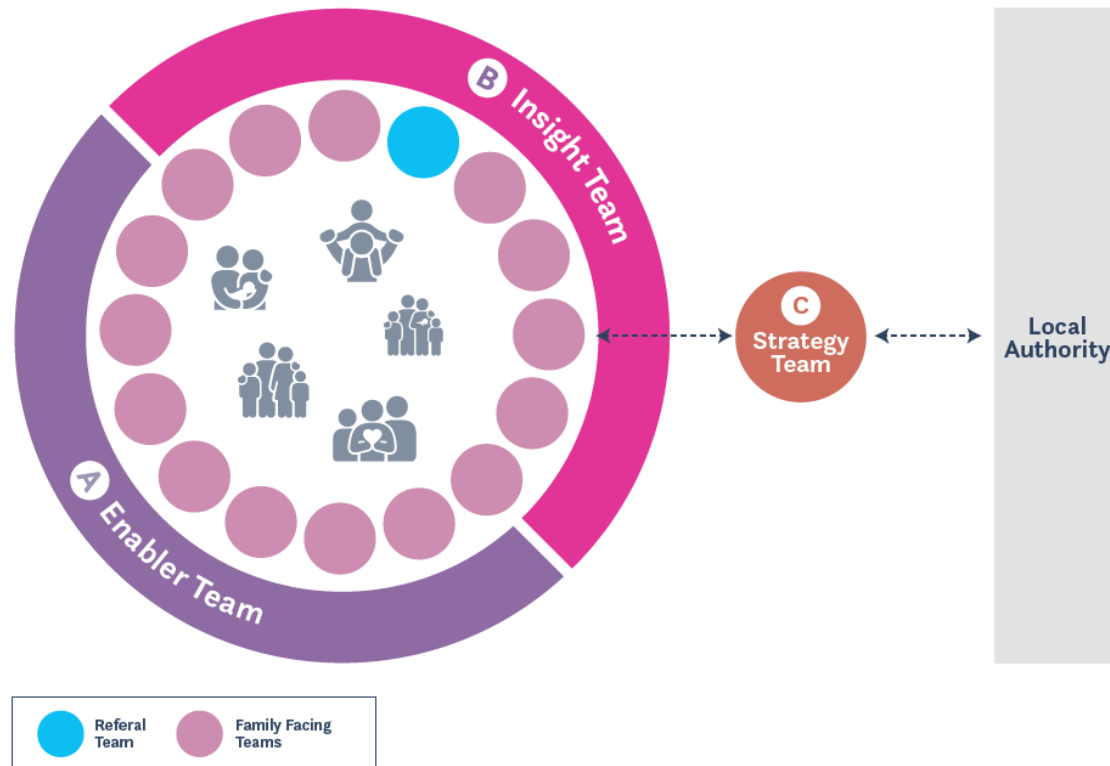


Social workers should be given the responsibility and decision-making power they need to support families

At the centre of the model are patch-based 'Family Facing Teams' of practitioners, who all work with families



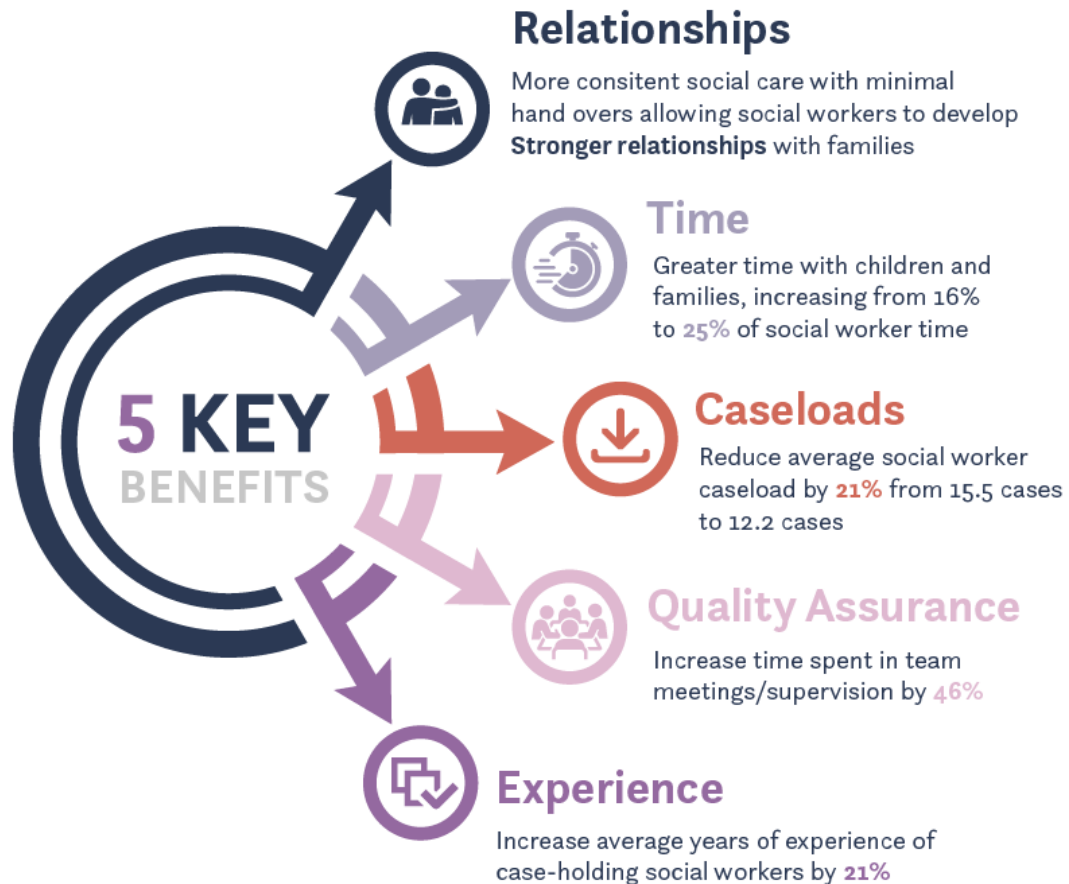
... with the rest of the system set up to support the social workers in these Family Facing Teams to do their best work



Four teams make up the support structure:

1. A **Referral Team** handles all contacts and referrals and allocates these to Family Facing Teams based on their geographic patch.
2. The **Enabler Team** exists to help the teams run efficiently and effectively
3. The **Insight Team** exists to help teams to do their best practice with families
4. The **Strategy Team** exists to provide the necessary checks and balances on those decisions that most affect children and families' lives as clearly defined, to be guardians of the overall culture of the service, and managers of the necessary senior engagement with the local authority, and other partners or agencies

There were significant benefits when this model was tested with a LA



This would therefore result in:



Better outcomes for children and families



Increase in staff satisfaction and retention



More effective use of public resources



How would we involve children and families in the implementation of this in a local authority?



Things to consider when piloting this approach in an LA

Shifting the culture and mindset

- Aligning with your existing practice model/approach
- Getting buy in across the local authority and across the wider partnership

Practical and logistical arrangements

- Getting self management right in practice
- Configuring the different team
- Thinking about the interface with existing structures in your local authority

Our next steps:

- Continue to listen, learn and nurture the debate around these ideas
- Build and convene the growing community of practice
- Support and work with local authorities who want to pilot this

Thank you