

Family Safeguarding Model in action

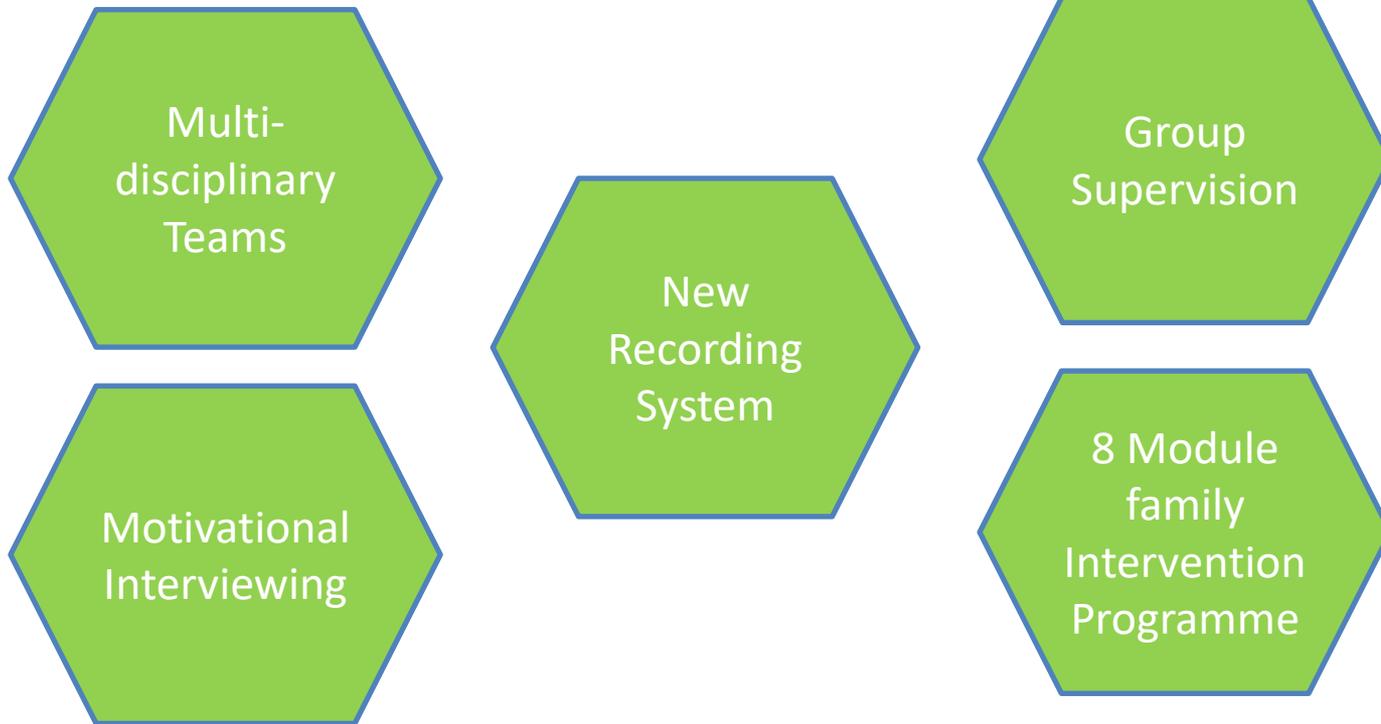
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Family Safeguarding Model



Key Elements of FSM



Family Safeguarding Model



Multi-
disciplinary
Teams

Motivational
Interviewing

- Fully staffed since July 2018
- The teams include, mental health workers, Drug recovery workers, domestic violence workers for perpetrator and victim and a clinical psychologist working alongside children's social workers and family workers.
- The adult specialists have a range of skills necessary to engage parents and address parental issues and risks
- Motivational interviewing is “a collaborative conversation style for strengthening a person's own motivation and commitment to change”.
- MI is a tried and tested approach that helps people channel the energy they put into resisting change, in a direction that helps them to get things done.
- All staff have been trained in MI and now attend monthly workshops to reinforce and practice their skills

Family Safeguarding Model



8 Module
family
Intervention
Programme

- All staff are trained in the 8 module parenting assessments/ interventions
- A range of tools is provided to assist with the assessments
- Families are responding positively to these tailored interventions
- Further training with our own in-house trainers is being offered next month to all staff

Group
Supervision

- Group supervision with adult specialists, the social worker and manager provides a reflective space to consider the family strengths and risks and is invaluable in understanding the family's motivation and progress
- Group supervision processes have been successfully deployed in the teams with each team member also having individual professional development supervision.

Family Safeguarding Model



New Recording System

- We worked closely with Servelec , our supplier, to specify the requirements of the workbook - Servelec provided their support at no additional cost.
- Format for final workbook was agreed and implemented June 2018
- Programme of continuous improvements based on workers feedback ensures that all new forms and steps are easier to use and provide appropriate functionality
- All staff trained - staff tell us they like the simpler way of recording
- Next step is to roll out the workbook to other teams



Initial results of FSM

- CP plans reduced from 151 from the end of October 2017 to 109 end of September 2018 (reduction of 28%)
- 43% reduction in S47's from the 2 FSM teams (September 2018)
- 38% reduction in care proceedings in the 2 FSM teams (42 families September 2017 to 26)
- 69% reduction in pre-proceedings (26 families September 2017 to 8 end of September 2018)

How has FSM affected the quality of our practice?



York Consulting Perspective

- Motivational interviewing (MI) has had a significant positive impact on the way social workers work with families and the way families respond to the support provided through FSM.
- *“This is a completely new way of working, it needs to be continually reviewed in our support with families, but it’s so powerful when we can use it.”* (Social Worker)
- Social workers continue to reflect and learn on how to further embed MI within their practice.
- Families have responded very well to the MI approach.
- *“I never knew social workers worked in this way; they understood everything, they let me speak, they gave advice, but they didn’t tell me what to do.”*
- *“It’s like putting pieces of the jigsaw together and seeing a much fuller picture. We can understand the dynamics within families much better.”* (Social Worker)
- FSM is having a very positive impact on how families perceive their engagement with children’s services.
- *“I loved how those two worked together, I could talk to [name of family support worker] about all the things with the house and my kids, and I could talk to [name of DV adult worker] about my relationships and what was affecting me.”*

How has FSM affected the quality of our practice?



Practitioners Perspective

- “I'm getting to know parents better, they are opening up more, visits are more focused”
- “I'm having success with the eight module parenting programme, mother is completing the direct work tools and working well“
- “I wouldn't want to work anywhere that didn't have the FSM model”
- “Even if they did not seem to respond at the time when I went back there done so much more than I expected”
- “Having the adult workers based in the team is brilliant. We can discuss concerns as they arise. They do during visits with us and can do drug test on the spot”

How has FSM affected the quality of our practice?



Families Perspective

- “I feel more confident in my parenting now!”
- “Thank you so much for your support, I couldn't have done it without you“
- “I've seen a massive improvement in my daughter's well-being due to your involvement - thank you”
- “My mental health is much improved – better than ever in fact”
- “She went on to say that she really valued the adult worker, very supportive during a difficult period. She also stated that she had a good working relationship with her current social worker, and feels she is back on track.”
(Internal Auditor)



Case Study

Family – 2 parents, 3 children

Concerns -

- Physical Abuse
- History of domestic abuse
- Different views on treatment of boys/girls
- Male privilege and cultural “norms”



Case Study

Where we were & what was likely outcome?

- Parents did not recognise concerns
- Mother was not able to be protective
- Father demonstrating repeated pattern of abusive behaviour
- Potential for injury to a child
- Legal Advice indicated threshold met for care proceedings to commence



Case Study

What have we done differently due to FSM?

- 8 module parenting programme
- 1:1 parenting work with specific support
- Motivational Interviewing
- Domestic Abuse Perpetrator work by father
- Support with alcohol use for father



Case Study

What difference have we made?

- De-escalated from initiating care proceedings
- Legal Advice is that threshold no longer met
- Children no longer at risk of physical harm
- Mother now more protective and able to stand up to father more
- Children report dad is “nicer” and want him back home