

Safeguarding children by working effectively with fathers

Please note: We will be recording the presentations



Fathers' voices



1. How has your engagement with services impacted on your parenting and your child's experience of childhood?
2. How has your engagement with services impacted on your mental health? How do you feel this may have impacted on your child?
3. What message do you want professionals to take away from this conference?



Norfolk Safeguarding
Children Partnership



**family
hubs**

**Start
for Life**

Keeping Fathers in Sight: good practice guide for engaging and working with fathers

Dr Mark Osborn

Safeguarding Intelligence and Performance Co-Ordinator

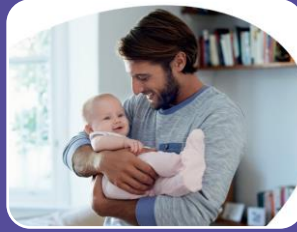
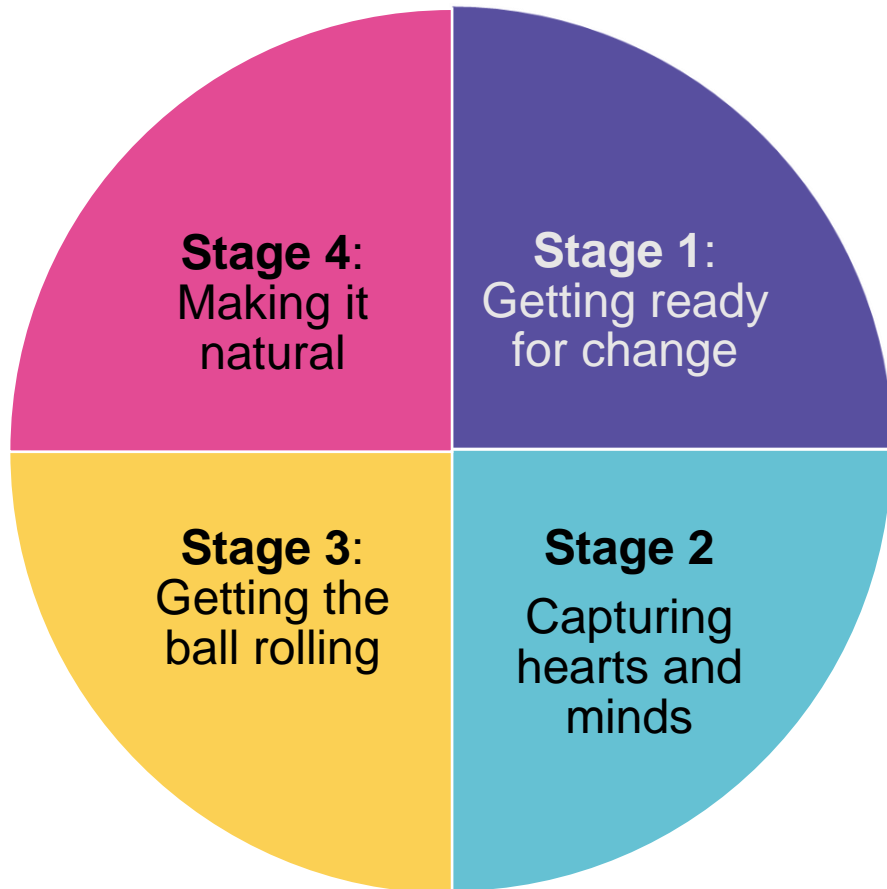
NSCP

Implementation science

Know

MIND THE GAP

Do



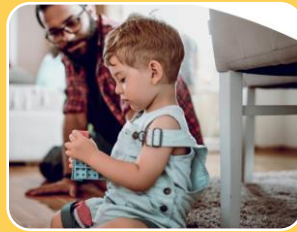
Stage 1

- Consultation
- Develop a clear vision
- Produce guidance and resources



Stage 2

- Share the vision
- Promote readiness and commitment
- Organisational arrangements



Stage 3

- Focus on implementation leadership
- Problem identification
- Solution finding



Stage 4

- Monitoring and reviewing
- Maintaining momentum

The need for change highlighted in SPRs AK and AL

“The view of the CSPR Panel is that this statement should read fathers are equally important [as mothers] and that including fathers should be *a mantra of safeguarding practice* - this is the cultural shift Norfolk is aiming for.”

“The Norfolk Safeguarding Children Partnership should produce and promote sector specific good practice guides on understanding the importance of fathers and father figures and good practice in working with them, highlighting the expectations of all partner organisations around professional curiosity, engaging, assessing, recording and information sharing when working with all families.”

Input to the good practice guidance

- SPR roadshows
- International examples of guidance
- Fathers
- Expert Advisory Group
- Community of Practice colleagues



Contents of the good practice guide

1. Introduction
2. Organisational principles of good practice for engaging fathers
3. Parental Responsibility
4. Assessing and managing risk
5. Collecting information and fathers' contact details
6. First contact with fathers
7. Fathers and meetings
8. Maintaining engagement with fathers
9. Family networking
10. Skills, knowledge and attitudes for practitioners

Principles

1. Recognise the value of fathers to children (children still place value on fathers when they are not visible in their day to day lives). Involve them (where safe) in every aspect of direct work.
2. Understand the value of a more gender differentiated approach in order to understand the different experience of motherhood and fatherhood and design or adapt services that respond supportively to this.
3. The culture of services should promote greater father engagement by offering flexibility and responsiveness. This includes the timing of meetings to account for both parents' availability and adapting the means or frequency of communication.

Implementation
science example:
Family hub parent
carer panel

Know

MIND THE GAP

Do

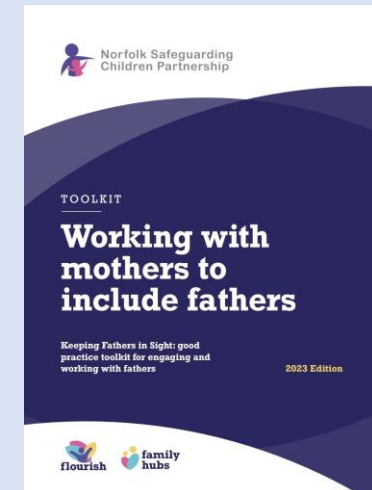
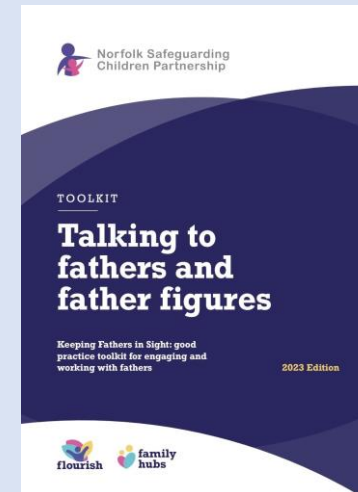
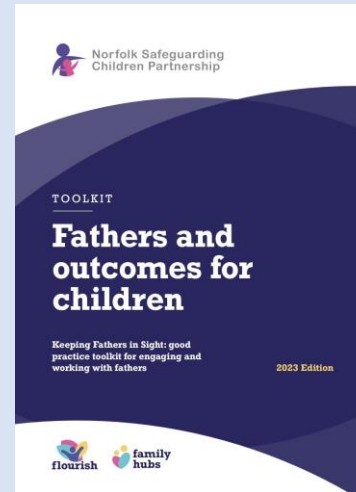
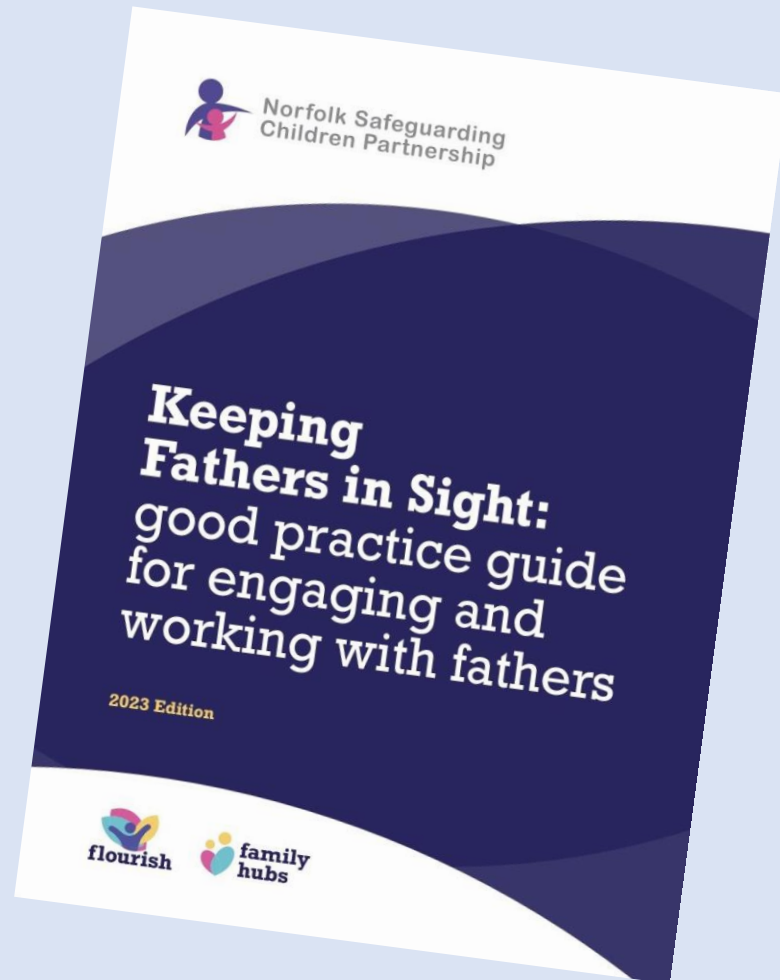
Principles

6. Early and direct contact with men is a key aspect of engagement. This includes the importance of communication and relationship building outside of formal meetings, and relates not only to birth fathers, but also to all and any men connected to the child. This early engagement needs to be an expectation from managers and practitioners, and staff need to be supported in being persistent and creative in their practice from the earliest opportunity.

Principles

8. Where there is a plan to support children, set clear expectations for fathers to contribute and share responsibility and accountability. Such expectations should include explicit recognition of the value of each specific father to his child, based on the resources he offers, or could be supported to offer. Men's needs and capacities as parents must also be explicitly considered.

Keeping Fathers in Sight: good practice guide for engaging and working with fathers



How will you implement the Good Practice Guide within your organisation?

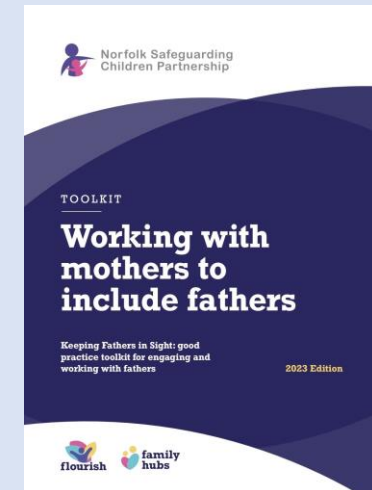
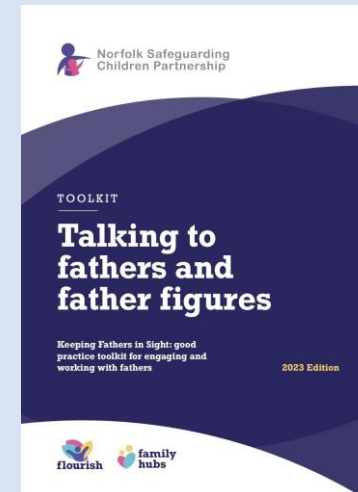
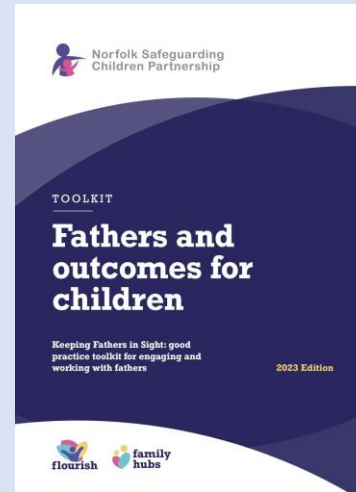
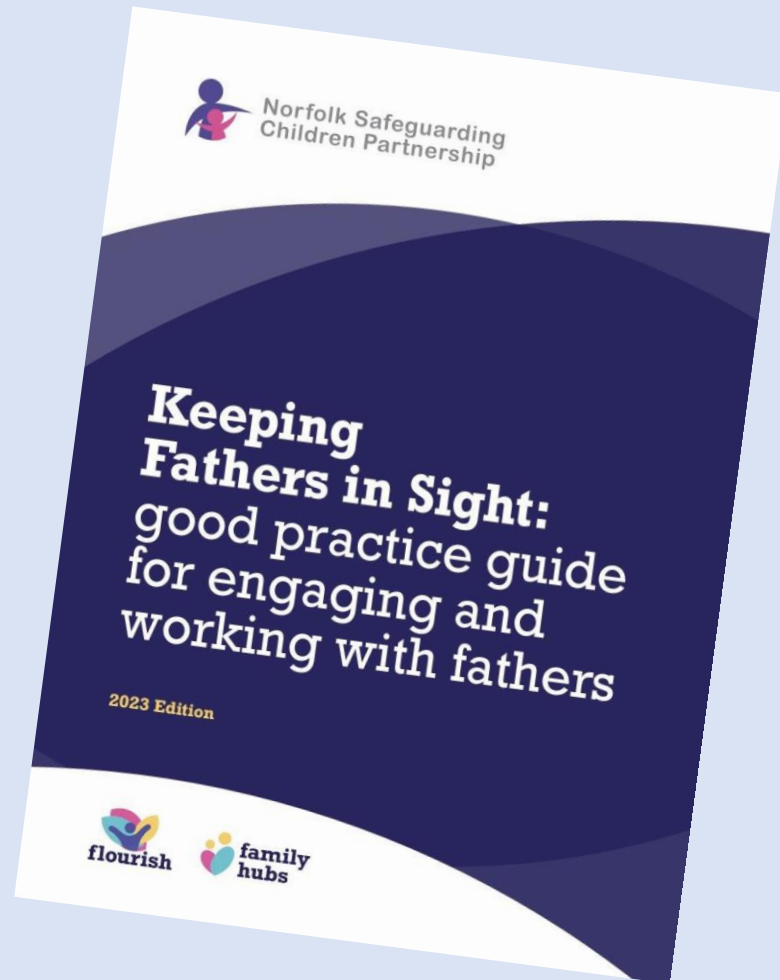
What do you want to see as a result?

Know

MIND THE GAP

Do

Keeping Fathers in Sight: good practice guide for engaging and working with fathers



How will you monitor use of the good practice guide and evaluate outcomes?

Know

MIND THE GAP

Do

Safeguarding Children by Working Effectively with Fathers

Developing a community of practice for working with fathers:
What are your next steps?
What do you need?





Norfolk Safeguarding
Children Partnership



family
hubs

Start
for Life

Safeguarding children by working effectively with fathers

Thanks for your contribution, have a safe
journey home and enjoy your weekend. 😊

