



Norfolk Signs of Safety- Further developments and EIP2

Objectives



- Update on progress
- What is EIP2?
- Outlining the principles, vision and priorities of the new SofS project plan

Where are we now?



- Over 1,575 staff and partners attended foundation training (2 day training)
- Over 250 Practice Leaders trained (5 day training)
- Briefings no longer requested (but can be provided!)
- Development sessions in each locality
- Refresher sessions for practice leaders
- SofS Superleaders
- NSCB SofS steering group, Chaired by Cindee Crehan

What's working well?



- Positive feedback from children and families about the model
- Professionals familiar with the language- jargon free!
- More professionals able to name the worries and dangers
- Mapping is a familiar tool
- Words and pictures becoming more commonplace
- Norfolk CS now rated as 'requiring improvement' by Ofsted with many good and outstanding aspects of practice.
Practice framework recognised as positive contributing factor to improvements

What are the worries?

- Indications of anxious practice:
 - Referrals and re-referrals are high
 - SW Assessments too often leading to NFA
 - Rising number of LAC and CP plans
- Audit shows lack of analysis of past harm and future danger- leads to overly anxious or overly optimistic practice
- Principles of safety planning involving the child's natural network has not been robustly implemented



What is EIP2?



- **England Innovations Project-** Funded by DfE (Social Care Innovation Fund)
- **MTM-** Eileen Munro, Andrew Turnell, and Terry Murphy working with **10 LAs**, Norfolk, Suffolk, Bexley, Wokingham, West Sussex, Wakefield, Lincolnshire, Leicestershire, Brent, Bristol
- First project ran from Sept 14 to March 16
- **EIP2 runs from Sept 17 to Sept 19**
- **3 key deliverables** based on the most challenging practice and alignment developments with which all agencies struggle

3 Key deliverables of EIP2

- **Safety planning and safety networks** - building safety networks drawing on extended family and social supports and the network owning and implementing the safety plan
- **Case management process alignment** - aligning prescribed case management processes with the actual practice that occurs with families and children using the Signs of Safety
- **Further developing and implementing the QA system** - aligning entrenched quality assurance systems with Signs of Safety practice and establishing effective learning cycles that improve practice

Norfolk's focus

- Norfolk's plan needs to reflect Norfolk's priorities
- SofS is the partnership's vehicle for improvements to practice
- NSCB workshops have reflected on the need to ensure the MASH and early help services are functioning well
- More work is needed for all agencies to understand and manage risk proportionately at every level of intervention/involvement
- Engaging the natural network of support around a child is crucial
- Whole system working together to achieve the vision for change
- Keeping a mind to lessons from SCR

Sofs Plan: Key principles- David Ashcroft

In order to achieve a consistent approach to good quality practice:

- The NSCB are committed to continuing our implementation of Signs of Safety for the long term.
- The children's workforce will use Signs of Safety tools with fidelity; undertaking direct work with skill and empathy.
- We will work collaboratively across the partnership around well managed risk, building confidence to secure effective multiagency working with families at the earliest point, which keeps the child's needs central.
- Improvement in the quality of what we do will come from regular, honest shared reflection at every level of each organisation; learning about what works well, and where we need to do better.

Sofs Plan: Using Signs of Safety means that:

- we place high value on the quality of relationships we have with each other, families, and carers
- we think critically and never assume we have all the answers
- we work with families collaboratively to help them find their own solutions
- we use plain language that families can readily understand
- we balance optimism with curiosity so that we assess risk rigorously
- we listen to what the child says

Sofs Plan: Vision- Sara Tough

Children and families say:

- They are getting the right help at the right time
- They understand why services are involved and find them helpful
- Involvement of their own network in plans ensures changes made are maintained through long-standing support

Practitioners say:

- They are undertaking direct work that empowers families to keep children safe and well looked after
- Only the right children are taken into care and where this is necessary the outcomes for children are good
- They have the right working conditions that means they have time to do good quality work with children, parents/carers and their support network

Partners say:

- The early support they provide prevents situations deteriorating for a child
- They understand when to make a referral to social care and when to provide/refer for early help.
- The referrals they make to social care are accepted and acted on in a consistently good and timely way

High level priorities

SofS Plan sets out high level priorities monitored by the Board:

1. Risk sensible practice

- Better understanding and analysis of **risk** so that anxiety driven behaviour is reduced and naïve or over-optimistic analysis is eliminated

2. The Quality of Practice around Safety Planning and Family Networks

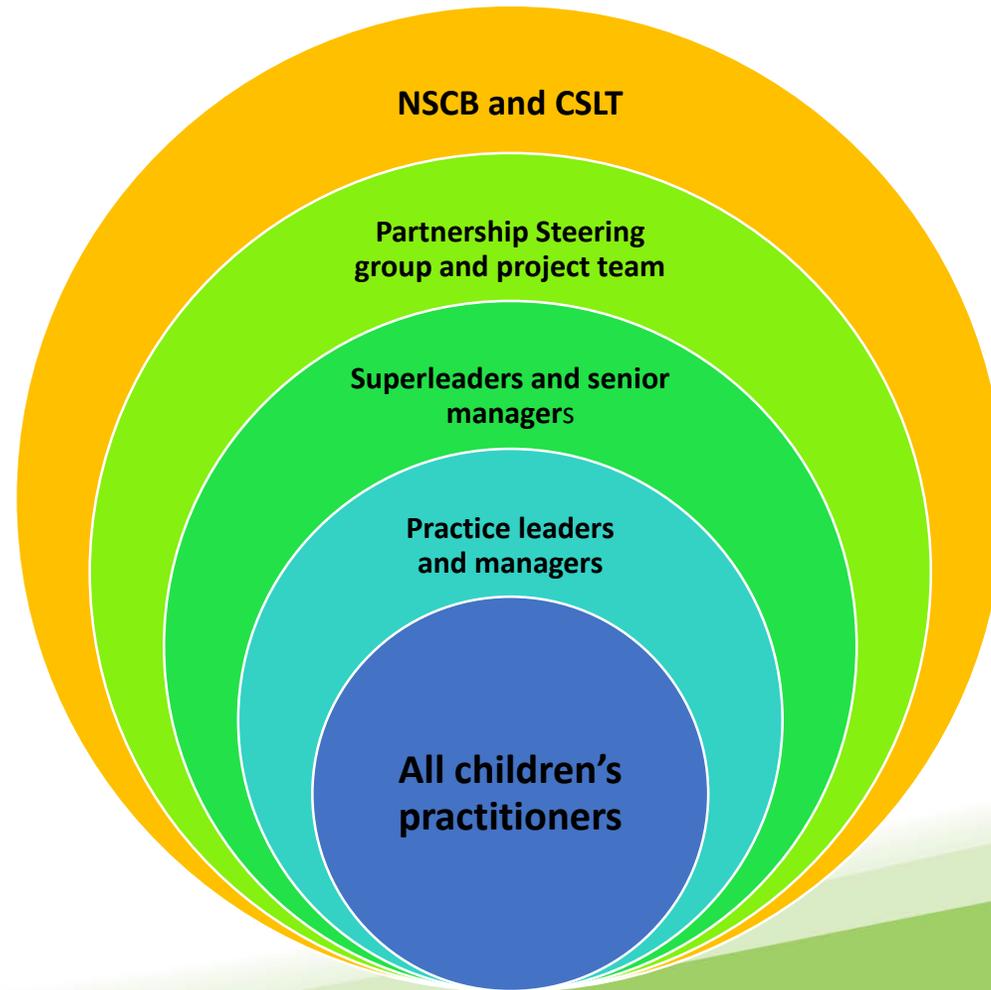
- The child is at the centre of the work and the family network is engaged throughout
- Safety planning, produced by, and with the family, is the norm
- The ethos of solution –focused practice which underpins Signs of Safety is at the heart of the way we work

3. Further developing multiagency communication and engagement. All partners understand and engage with the SofS approach so that they are:

- equipped and confident to work collaboratively with families when worries or risks first emerge to prevent concerns escalating
- know if/when/how to refer for specialist support
- know how to fully participate in SofS multiagency assessments and processes.



Spheres of responsibility



Operational delivery, focusing on:

- **Leadership** that is strong, visible and engaged- modelling an appreciative inquiry approach.
- Effective distributed leadership- superleaders, practice leads
- **Learning as part of everyday work.** Access to formal training, group supervision, and locality development sessions



Operational delivery, focusing on:

- **Systems alignment** which minimises barriers to SofS practice so that policies, practice guidance, forms and processes all support and guide the work
- **Meaningful measures** which capture practice quality and the impact on outcomes for children so that there is a robust evidence base for targeting further development work; and provides senior leader insight into practice



Communication activities:

Ensure the core messages from the SofS plan underpin all your communications and activities across the year

Newsletters after each Steering Group Meeting

Standing item at NSCB and LSCG meetings

Gathering/Celebration event. Date TBC



Next steps

How will you take this plan forward?

How will you check that practice in your area is developing?

Are your Practice Leaders attending the development sessions in your locality?

Are your PLs leading development sessions for practitioners in your teams?

