

## Hope for Children and Families Programme

### Empowering frontline practitioners to deliver evidence based approaches

**Chair's introduction**  
**Child and Family Training**

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## Childhood Neglect Project

In April 2013 the Department for Education (DfE) awarded Child and Family Training (C&FT) a two year grant to develop:

- childhood **neglect training materials**
- a training course in **analytical skills** for staff working in early years and children in need services
- **Intervention Resources** to help practitioners deliver evidence based interventions.

In Autumn 2013 C&FT held a series of regional seminars to report on the neglect training materials and courses.

The purpose of this series of regional seminars is to report on the development of the Hope for Children and Families **Intervention Resources**

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## What is the Hope for Children and Families Programme?

The HfCF programme is an innovative resource developed by Child & Family Training (C&FT) and partners. It:

- is designed to **assist organisations make planned whole system changes to the delivery of children's services**, through adopting evidence based approaches
- is aimed at organisations and staff working with children and families to support and enhance the quality of direct work
- consists of resources for **assessment, analysis, planning, intervention and reviewing progress**
- is relevant for all children and young people and their families, including disabled children.

This seminar will focus on the HfCF programme's intervention resources.

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## The Hope for Children and Families Programme and Child Protection

**The HfCF programme:**

- is consistent with the Children Acts 1989 and 2004 and statutory guidance
- places **children's health and development** at the heart of safeguarding
- provides specific areas of guidance for assessment and intervention for **all levels of children's services** (e.g. early help, children in need, child protection, looked after children)
- helps practitioners make **high quality assessments** that are child centred, holistic and identify strengths as well as difficulties
- supports **evidence based decision making and planning of interventions**
- meets the requirements of the Public Law Outline
- focuses on **improving children's outcomes** within the child's developmental timeframe.

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## The structure of this regional seminar

The seminar will include:

- overview of the development of the HfCF Programme's Intervention Resources
- initial findings from the piloting programme in 5 sites
- pilot sites' perspective of the implementation
- parallel workshops on themes from the HfCF Programme Resources
- plenary to discuss issues raised during the day.

Please **discuss any points with us throughout the day**

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## Hope for Children and Families Programme

### Empowering frontline practitioners to deliver evidence based approaches

**Dr Arnon Bentovim**  
**Child and Family Training**

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## What are the Hope for Children and Families Intervention Resources?

They are a set of resources for staff who work with children and families to support and enhance the quality of direct work. They are designed to:

- provide an accessible set of evidence-based approaches, resources and tools for direct work
- empower practitioners, children, young people and families to work together – promoting strengths, addressing difficulties
- prevent cases drifting, bringing structure to action plans and generating clear programmes of work
- evidence successful change and improved well-being and safety of children and young people, or inform decisions and recommendations about future plans where harm or the risk of harm continues despite planned interventions.

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## Intervention Resources - Contributors

Child and Family Training wish to acknowledge the contribution of the following organisations to the development of the Intervention Resources:

- Department for Education
- The Lucy Faithful Foundation
- South London and Maudsley NHS Foundation Trust
- SWAAY
- Pilot sites:
  - Birmingham City Council
  - Cambridgeshire County Council
  - London Borough of Merton
  - Nugent Care
  - Sheffield City Council.

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## The contents of this presentation

- Present an up-date on the HFCF Intervention Resources
- Describe the development of the practitioner guides and inter-active approach
- Initial feedback from the implementation of the intervention approach in 5 pilot sites
- Implications for future use of the Intervention Resources
- Invitation to participate in the HFCF programme.

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## Seven stages in assessment, analysis and planning intervention

### Stage 1 Identification of harm and initial safeguarding

Consider the referral and aims of the assessment

### Stage 2 Gather assessment information on the child's developmental needs, parenting capacity and family and environmental factors

Collect information from available sources using an appropriate range of methods and approaches. Create a chronology of salient information

### Stage 3 Establish the nature and level of impairment of the child's health and development

Organise information using the Assessment Framework and identify strengths and difficulties in all dimensions

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## Seven stages in assessment, analysis and planning intervention

### Stage 4 Analyse the patterns of harm and protection

Consider the chronology of salient information  
Describe processes and impact

### Stage 5 Child Protection Decision Making and Care Planning: The Safeguarding Analysis

Profile of harm and impairment of development  
Predict the likely outlook for the child: the risks of re-abuse or likelihood of future harm  
Determine the prospects for successful intervention  
Summary of safeguarding analysis

### Stage 6 Develop a plan of intervention

### Stage 7 Identify outcomes and measures for intervention

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## Research background to the Intervention Resources

The approach is based on: **common practice elements and common factors**

- **common practice elements** cut across many distinct specialist treatment protocols, specific clinical procedures and processes – systemic, dynamic, CBT

- 43 common elements were 'distilled' from 26 gold standard research studies (McMillan et al 2009; Chorpita and Daleiden 2009; and Bentovim and Elliott 2014)

- **common factors** such as the personal and interpersonal components of all interventions independent of approach – systemic, CBT, or dynamic:

- **Alliance, client motivation, therapist/helper/practitioner relationship** responsible for effective intervention outcomes. (Wampold 2010).

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### Practice elements which emerged from distillation of the research

Random controlled studies were subject to a distillation of common elements relating to:

- physical abuse
- neglect and failure to thrive
- young people responsible for harmful sexual behaviour
- victims of sexual abuse
- exposure to violence and mental health issues
- promoting positive attachment.

(Bentovim and Elliot 2014)

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### Practice elements which emerged from distillation of the research

**Physical Abuse** - over 37 practice elements were identified:

- Children** (15 elements)
  - Social skills training, communication skills, relaxation, personal safety skills and problem solving
  - Approaches to help children's development, educational support, assertiveness training and anger management
- Parents** (15 elements)
  - Psycho-education about the harmful impacts of abuse
  - Approaches to manage oppositional behaviour
- Family interventions** (7 elements)
  - Family therapy, motivational interview to engage family, and marital and individual treatment for caregivers.

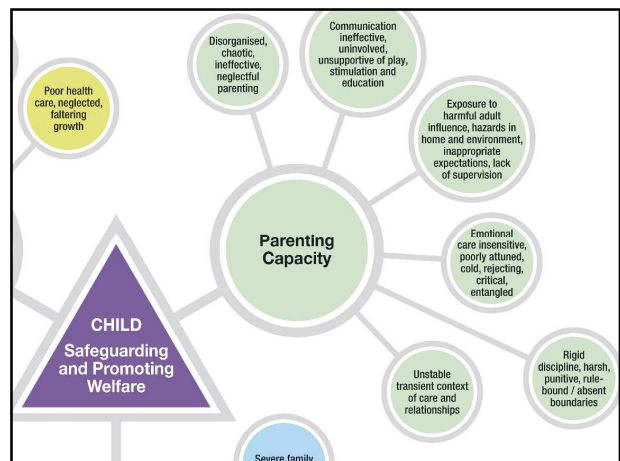
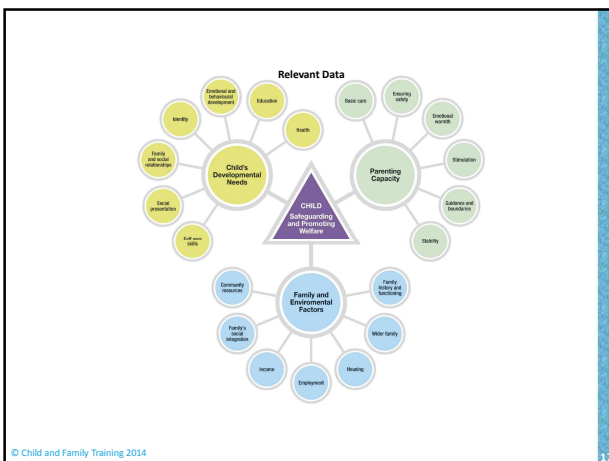
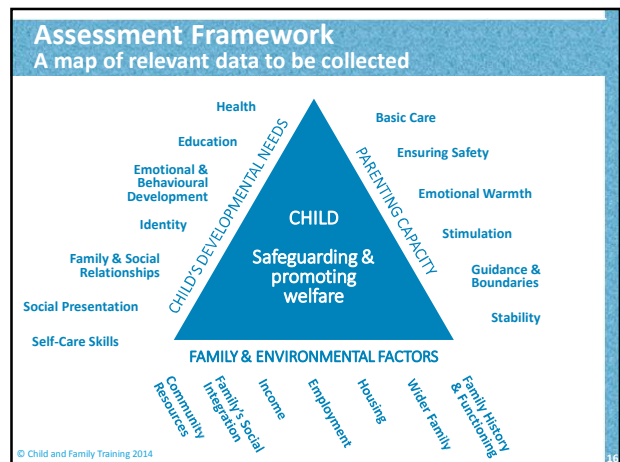
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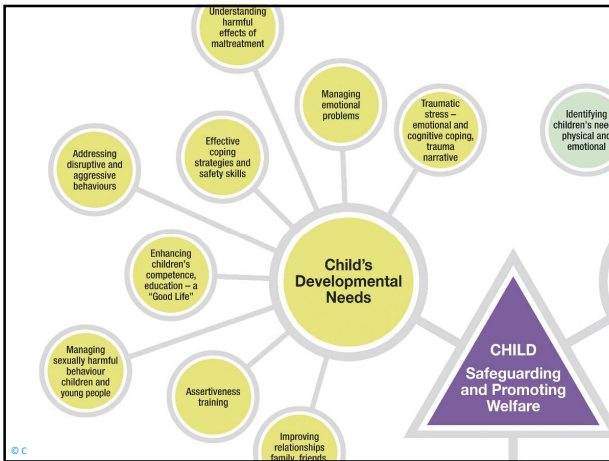
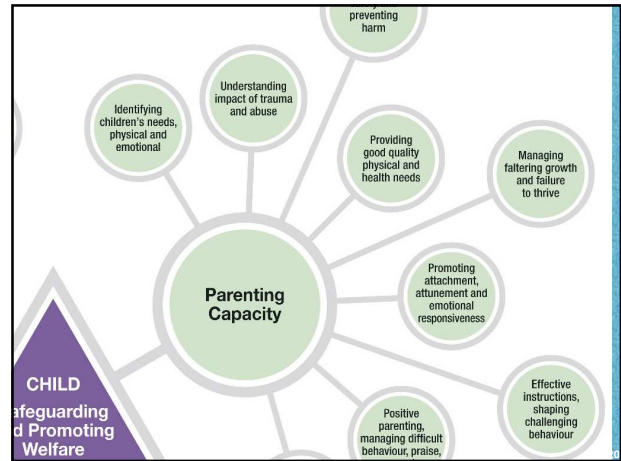
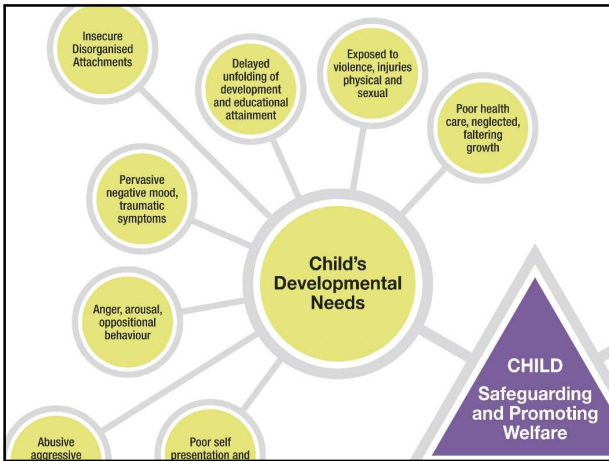
### Creation of the Intervention Resources

Integration of practice elements into intervention resources for use by practitioners

- A group of **experienced practitioners** brought all this information together and integrated it with their practice knowledge
- The **Assessment Framework** was used as the foundation for describing strengths and difficulties in parenting associated with abusive parenting, and the impact on children's health and development
- Interventions were organised 'around the assessment triangle' and made this the basis of the intervention map

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### Library of modules

- A **library of modules** has been developed to intervene to prevent abusive and neglectful parenting and the associated impairment of children's health and development – see diagram
- These have been gathered together in **training themes and associated practice guides** so that a programme of intervention can be developed to fit the needs of the children, to modify parenting capacity and to target relevant individual, family and community contexts.

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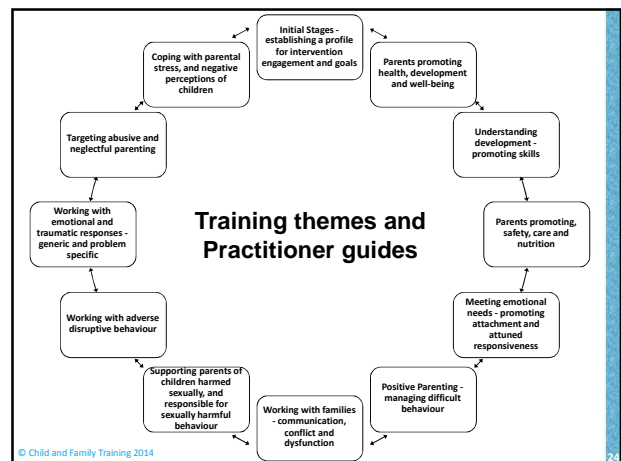
### Development of intervention approaches

The **HfCF Intervention Resources** provide an accessible set of evidence-based approaches, resources and materials for direct work with children and families.

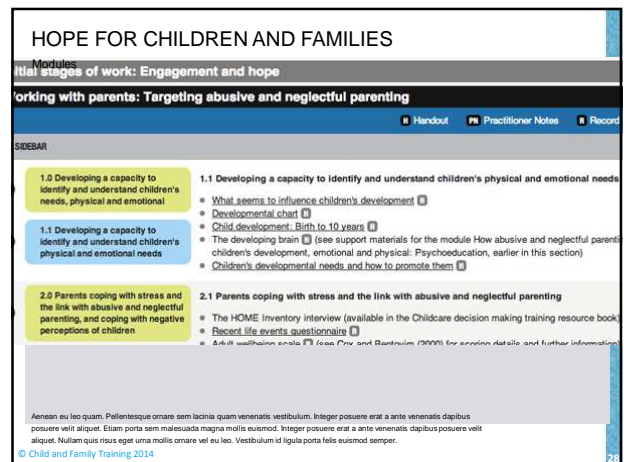
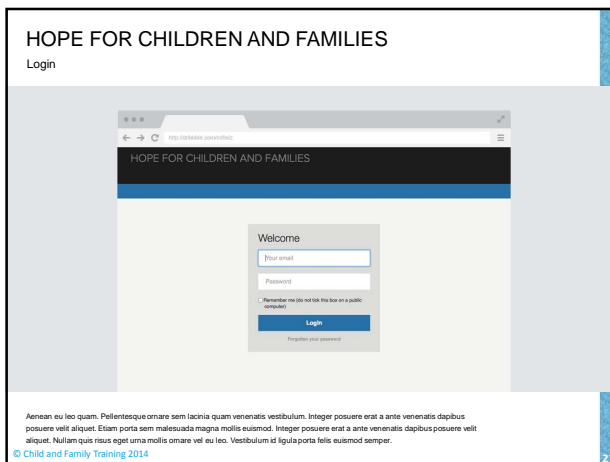
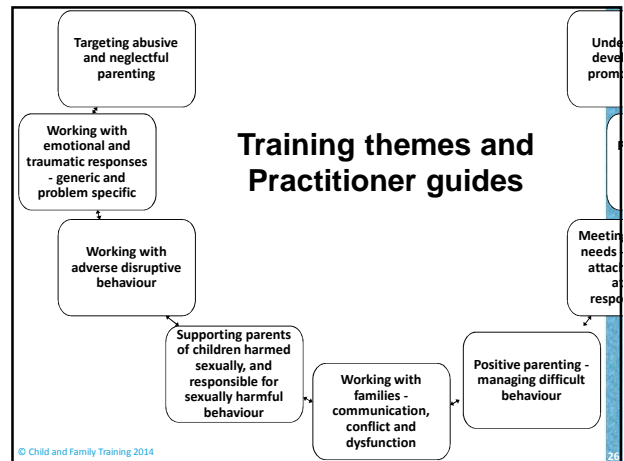
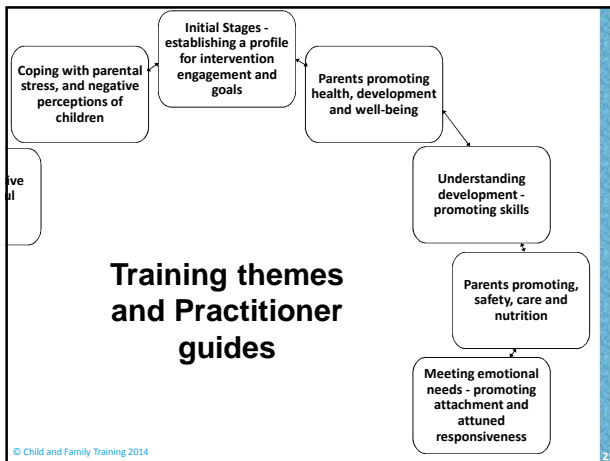
The resources are available in **hard copy** and **on line** and include:

- Practitioner briefings** – summarising theory and research, guidance and advice for intervention
- Modules** that describe the relevant steps of an evidence based intervention
- Practitioner guides** –
  - Content:** ideas, approaches, outline for direct work sessions, scripts, hints and tips for effective intervention
  - resources to support direct work**
  - training approaches:** work books, work shops, supervision of practice in 5 pilot sites.

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**The pilot sites**

There are 5 pilot sites involving 147 practitioners

- Birmingham City Council** – Joint Family Support and Safeguarding (20)
- Cambridgeshire County Council** – 3 types of services:
  - Specialist Family Support, crisis services, 7 days a week (20)
  - FIP Family Intervention, multiple needs, disengaged (27)
  - Youth Offending Services, family and parenting (20 of 50)
- London Borough of Merton** - 2 Social work teams (20)
- Nugent Care** - Schools for special needs, secure centres, children's homes, community services (20)
- Sheffield City Council** - 2 Social work/Family support teams (20)

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**Aims and expectations of the HfCF pilot**

**Transforming practice with children and families by:**

- providing a framework to help the workforce think about **how to intervene effectively** in the family
- embedding a **consistent, evidence based framework** across all services in an agency
- developing practice skills**, encouraging reflective practice and providing an approach to 'hang good work on'
- engaging practitioners in direct work and enabling them to become **helpful interveners** in families.

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### Focus for the pilot

- **Supporting normal everyday work (core business)** rather than something special and exclusive
- Identifying and working to **meet the needs of every member of the family directly or indirectly**
- Ensuring that the **voices of the child and of the family members come** through
- Assessing **the potential of an intervention for bringing about change**
- **Embedding learning from training** through themed workshops and reflective supervision

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### Staff feedback

**Evidence based, motivating and confidence building**

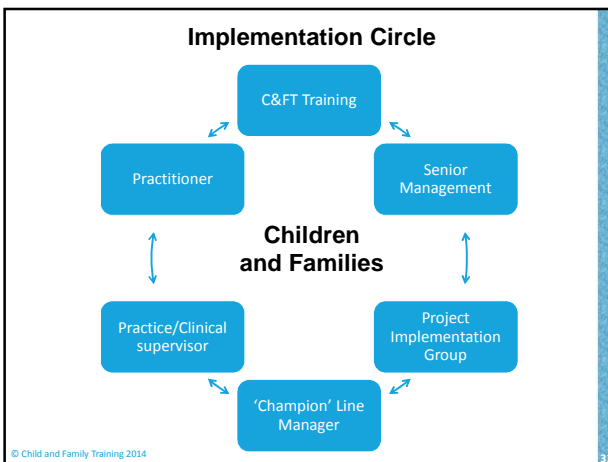
**It gives young people a stronger voice and they enjoy using the tools**

**Staff enjoy using the tools, and value the framework it offers**

**Brings meaning to their work and leads to more effective outcomes**

**Generates confidence in their own practice skills**

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### Commissioning and managing the implementation of the resources – messages for managers

**A robust strategy for implementation requires:**

- **Strong leadership, commitment from and sign-off by senior management:** effective communication to all managers and practitioners, clear strategic goals, identification of differing training needs of a range of practitioner teams/groups with different roles to play in an organisation
- **project implementation group:** project co-ordinator, senior and middle managers, supervisors and **clinical/practice consultants and a project plan that supports implementation of changes to practice**
- **internal champions** at all levels – management and practitioner
- a **core training group** which includes workshop trainers, line managers (with middle management support), supervisors and clinical/practice consultants (internal and/or externally commissioned), **'champion' practice lead(s)** to shape training to the nature of the service provision

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### Supporting the implementation - messages for line managers and practice supervisors

- **Internal and external support, supervision and consultation important**, including involvement of senior management
- **Clinical/practice supervision groups:** 2 - 4 weekly input providing **good reflective supervision** and regular monitoring of learners' progress (HfCF resources reinforce good practice but do not replace it)
- **C&FT thematic workshops**, reinforced by practice supervision sessions
- C&FT consultants **supporting champion practice lead(s), internal consultants/supervisors and line managers**

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### Implementation challenges in organisations

- Managing implementation of a new approach in a context of high caseloads and constant pressure
- Some fears and anxieties about doing direct work with children and families rather than signposting them to services
- Anxiety about extra work required during learning process and external evaluation
- Human factors e.g. pregnancy, sick leave,
- Logistics when planning how to implement and maintain sustainability of changes over time

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## Messages for practitioners

- Practitioners **found using the materials really enjoyable**
- An efficient way of working - **actually saved time**
- The **voices of the child and family members are evident** within practitioners' work
- Enables identification of **child and family's needs and risks of harm**
- Enables **purposeful intervening** vs. **numerous visits** with no clear therapeutic/helpful purpose and **outcomes to be demonstrated**.

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## The next phase

The next phase will be to:

- **utilise the lessons learnt during the pilots** – intensive involvement with champions, identification of cohorts, providing internal and external support, integrating already established evidence based approaches to assessment, analysis and intervention
- **tailor the resources to the needs of each organisation** - it's structure, work force, range of services provided for children and families. Supporting local trainers and supervisors, and promoting further cohorts within the organisation
- **assist organisations make planned, whole system changes to the delivery of services** through the adoption of evidence based approaches to all aspects of their work with children and families.

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## Contact details

Website: [www.childandfamilytraining.org](http://www.childandfamilytraining.org)

**Childhood Neglect Multi-agency Training Resources** are available FREE on the C&FT website

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