

Welcome to our Autumn 2022 edition. Once again, I'm happy to report that our team has expanded again so that we can support the growing number of areas that are either planning to, or are in the process of, implementing Family Safeguarding – 21 and counting!



In this issue you can see a profile of our newest recruit, Lou Williams, who has already become an invaluable colleague, bringing his extensive experience, knowledge, and wisdom to our team. There are articles about: our re-vamped website; Swindon go-live; Telford and Wrekin celebrating their 1st anniversary; the national agreement with the Ministry of Justice in relation to Probation staff; new Family Safeguarding Quality Assurance Guidance; and feedback from our innovation development in relation to children returning home from

care. We're also celebrating the achievement of our fantastic colleague Cheryl Grazette, who won the Team Leader of the Year award at the national Social Worker of the Year Awards.

We're hoping that before Christmas the government will provide their response to the Independent Review of Children's Social Care, and that this will support our mission to help keep more children safely with their families.

**Angela Clarke**, Deputy Programme Director,  
The Centre for Family Safeguarding Practice.

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## NEW STAFF – LOU WILLIAMS – PARTNERSHIP CONSULTANT



Lou Williams is a qualified social worker with over 30 years' experience of working in children's services in London, Essex, Peterborough, and Cambridgeshire, most recently as Director of Children's Services across both Peterborough City and Cambridgeshire County Councils.

Lou's areas of expertise include strategic leadership in delivering services that enable children and young people to achieve the best possible outcomes on a sustainable basis. He is particularly skilled in supporting services to improve through focusing on the development of child-centred, strengths-based practice.

Peterborough and later Cambridgeshire councils were both fortunate enough to be awarded funding to implement the Family Safeguarding models. Lou played a central leadership role in the successful implementation of the model across these two very different local authorities. This included ensuring that Corporate Leadership Teams, elected Members, and key partner agencies were fully signed up to the model, and then remained committed to its continued development.

The impact of Family Safeguarding in both Peterborough and Cambridgeshire was extremely positive, with significant reductions in the number of children subject of child protection plans and coming into care. This created a powerful narrative in respect of sustainability, since the model is not only demonstrably better for children and their families, but the investment in additional staffing including the adult-facing practitioners, is more than offset by the reduction in placement costs for children in care.

Having now taken early retirement, Lou is working with the Centre for Family Safeguarding Practice and will use his experience of implementing the Family Safeguarding model to support local authorities seeking to do the same.

## LAUNCH OF OUR NEW WEBSITE

**We are very excited to share with you the recent launch of our website here at [The Centre for Family Safeguarding Practice](#).**

Our website has various sections where you can find information about us; about how we can support your area with Family Safeguarding implementation; and lots of resources related to practice that support you with embedding Family Safeguarding. You will also find videos we made of Hertfordshire and

Cambridgeshire practitioners talking about their work in the multi-disciplinary Family Safeguarding teams, and what it means to them. We are sure the content will provide plenty of food for thought and hopefully inspire you. Follow our website regularly for updates on news, Twitter, and resources.

[Centre for Family Safeguarding Practice | Hertfordshire County Council](#)

## NATIONAL AGREEMENT FOR PROBATION STAFF

We are delighted to confirm that after over a year of hard work and discussions with colleagues at The Ministry of Justice we have now reached a position where we have developed a national agreement for Family Safeguarding. We have a jointly agreed National Partnership Framework and Secondment Agreement for the provision of Probation staff into Family Safeguarding teams. These agreements should assist greatly in discussions with Probation colleagues. The principles set out in these agreements apply to all new Probation staff being seconded into teams. Ministry of Justice

colleagues are communicating this internally and will also be encouraging their Regional Probation Directors to transfer existing secondees onto these agreements where it is appropriate. We would like to take this opportunity to thank all of the colleagues in the Probation Service who have worked with us on this and remain committed to working in partnership.

For further information please email:

[FSProjectTeam@hertfordshire.gov.uk](mailto:FSProjectTeam@hertfordshire.gov.uk)

**Lariena Carroll**, HR Lead & Deputy Programme Manager

## SWINDON GO LIVE WITH FAMILY SAFEGUARDING

Swindon launched the Family Safeguarding model at the end of May 2022 and since then have gone from strength to strength in delivery. Members of the CFSP visited them for two days in October and were greeted with great enthusiasm from staff who spoke of their passion for the values and behaviours that underpin the model, reminding them of why they came into the profession in the first place. Workers participated in Workbook masterclasses showing some great examples of practice. These included one Family Support Practitioner who detailed how she modified her approach, and tools, in undertaking the Family Programme to meet the needs of a mother with a learning disability. In another, a Social Worker demonstrated how they used Module 1 from the Family Programme to engage a defensive and anxious family using their Motivational Interviewing skills. Swindon are about to file a completed family programme within care proceedings to support their care plan for a baby to reside with the father. The CFSP have really enjoyed our time with Swindon and wish them all the best for their continued embedding of Family Safeguarding.

**Liz Wood**, Practice Lead



## FAMILY SAFEGUARDING QUALITY ASSURANCE GUIDANCE

Family Safeguarding aims to support more families to stay safely together and in our practice we are striving to make a positive difference for families. In order to ensure that we are protecting children from significant harm, providing the help that children and families want, (and that meets their needs), we require a way of measuring the impact of what we do with them, and we need to be able to demonstrate this to those that are responsible for funding, scrutinising, inspecting, managing and leading services, as well as to families themselves.

The Centre for Family Safeguarding Practice has produced some new guidance for Family Safeguarding adopters which aims to ensure that their quality assurance frameworks are evaluating what is relevant to the vision, values, and aims of Family Safeguarding practice. This guidance doesn't seek to replace local quality assurance systems, rather, it aims to promote thinking about whether the right

things are being measured and analysed.

We need to establish whether the right families are being helped, with the right resources, at the right time, so that we can use our resources efficiently. Most importantly, we need to seek the views of families on the help and support that they have received, and to be responsive to what they tell us, so that we can continuously improve what we offer to families and strive for consistency and excellence in practice.

We are grateful to several adopters who helpfully contributed their good practice in the development of this guidance, which is now available via our website's Resource Hub [here](#). If you require the password for our Resource Hub please email

[FSProjectTeam@hertfordshire.gov.uk](mailto:FSProjectTeam@hertfordshire.gov.uk)

**Angela Clarke**, Deputy Programme Director





## CONGRATULATIONS – CHERYL GRAZETTE



### Cheryl Grazette wins Team Leader of the Year at the Social Work Awards

We caught up with Cheryl Grazette, Service Manager for Participation and MI Practitioners and Practice Development Lead in Hertfordshire who works very closely with us to find out about her experience of winning this prestigious award.

*“The evening was lovely. It was a pleasure to celebrate the social work profession and hear all the wonderful work that is happening across the country. One of the main highlights of the night was hearing directly from young people. Listening to them share their*

*experiences and where and how we can continue to learn from them was inspiring. We come into this profession to improve the outcomes for children and young people, so it is right that their voice remains at the forefront of what we do.*

*I am very surprised to have been nominated and then shortlisted. It was very emotional reading the nominations from Practitioners, students, and newly qualified workers past and present. Whilst I can't thank them enough, I am fortunate to have had the opportunity to work with them and some of the most wonderful people over the years in Hertfordshire. This includes my current Head of Service, Janet Jones who endorsed this nomination. I am looking forward to attending the parliamentary reception at the House of Commons where I will have the opportunity to meet all the other winners again. This provides a good opportunity to hear the work happening around the country and a celebration of this wonderful, hard, emotional, challenging but rewarding profession that keep children and young people at the centre of our work. We are all winners.”*

Massive congratulations to you Cheryl, very well deserved and all of your colleagues here at the Centre are immensely proud of your achievements, well done!



## TELFORD AND WREKIN COUNCIL – FAMILY SAFEGUARDING CELEBRATION EVENT 08.11.22



Liz Wood, Practice Lead, and Lisa Burton, Programme Manager, were lucky enough to join colleagues at Telford and Wrekin at a fantastic celebration event to mark the one-year anniversary since they launched Family Safeguarding. The MC for the day was Ben, a care experienced young person, who whipped up the excitement of the crowd and introduced each presenter.

Presenters included the Senior Management Team, Principal Social Worker, Team Managers, Social Workers, and Adult Specialist Workers from Family Safeguarding Teams. Personal stories were shared from parents acknowledging the difference that Family Safeguarding brings and how the combined support provided allows children and families to flourish. Staff shared their own honest experiences and reflected on where they were in their own cycle of change during the implementation of new ways of working and working together in one team with the adult specialist workers and becoming familiar with using the family programme and recording in the workbook.

There was a lot of recognition and appreciation shared for the Telford and Wrekin Family Safeguarding Partnership who have been fundamental to the success of Family Safeguarding and the Department of Education who have provided funding for the first three years of the programme.

There was a focus on the values, principles, and use of language in Family Safeguarding with an emphasis on the use of Motivational Interviewing. Guest speakers via video included Alasdair and Amrik from Alasdair Cant and Associates, and Isabelle Trowler, the Chief Social Worker for Children and Families in England, who is a great advocate of Family Safeguarding.

The event closed with a video of the Telford and Wrekin Summer Arts Project which saw care leavers having lots of fun learning and experiencing activities, including graffiti art, recording, singing, and African drumming.

The event also included cake which is always a winner! Congratulations to everyone at Telford and Wrekin.

**Lisa Burton**, Programme Manager

## REUNIFICATION - CHANGING CULTURE AND PRACTICE

The conversation regarding adopting a proactive approach to the reunification of children from care is growing in momentum, and the Centre for Family Safeguarding Practice is continuing to support local authorities with this important work by applying the Family Safeguarding vision, values, and ethos to care planning practice. The workshops we run on reunification are creating opportunities for changes in practice and are enabling greater inclusion of all significant stakeholders, especially birth families, whilst ensuring that the child's wishes, and feelings remains central to planning. Some children may not return home, but the Family Safeguarding approach supports the strengthening of relationships between the child and their family. We are currently working with local authority permanence and family placement teams, as well as foster carers and residential care workers, to consider returning home as a safe and desirable outcome for children when parents have been given the right help and support.



Below is some of the feedback from the workshops:

*"I am happy to see that there is a shift in the traditional way of working and a more inclusive, transparent way that recognises that children are loyal to their family with unconditional love. Also, for parents to have better working relationships with the local authority and the care process"*

*"Good training to bring rehabilitation to the forefront of practitioners and for them to own this going forward"*

*"Very important conversations skilfully facilitated that are likely to be though provoking for anyone who attends and will hopefully generate more interest/proactive engagement with planning reunification better"*

*The training was 2 hours well spent. There was time to contribute, listen to others and reflect. The trainers were clearly very experienced and knowledgeable and promoted a comfortable training session (foster carer)*

**Rani Naidoo**, Practice Lead



## FREE MOTIVATIONAL INTERVIEWING TRAINING!

### First Thursdays with Alasdair Cant and Associates

Alasdair Cant & Associates is delighted to offer a free 3-hour workshop on the first Thursday morning of every month called It's time to talk about racism – but how?

Using a Motivational Interviewing approach, we believe these conversations can change the dynamic to make a significant impact leading to real and positive change. Devised and developed over several months, this workshop is for anyone who is impatient with circular conversations around race and wants to influence positive action in the workplace.

Black Lives Matter and the Covid-19 pandemic have once more shed light on structural and individual inequalities in wider society and at work. Many individuals and organisations want to find real, positive and constructive ways to engage in:

- Difficult or uncomfortable conversations about race
- Developing better connections with and to each other
- Supporting dialogue rather than competing monologues

**Alasdair Cant** and **Amrik Panaser** are highly experienced MI practitioners and facilitators. They have devised and developed a workshop with a unique MI approach to move conversations beyond circular discussions to lead to structural and personal change. Within a safe online learning environment (online or in person), they will create a safe space to allow time to think, a chance to look afresh and to explore new approaches for you to have real conversations that will make a difference.



You can choose either a morning or afternoon half day session on the following First Thursdays:

**Thursday 1st December: 9.30-12.30pm OR 1.30-4.30pm**

**Thursday 5th January 2023: 9.30-12.30pm OR 1.30-4.30pm**

**Thursday 2nd February 2023: 9.30-12.30pm OR 1.30-4.30pm**

To register for your free place to receive the Zoom link invitation, please contact Lydia Marriott on [admin@cambridgetraining.org](mailto:admin@cambridgetraining.org)



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# finally...

Christmas is fast approaching, and a New Year will be upon us before we know it. We just want to take this opportunity to wish you all a happy holiday, we hope you find time for some well-deserved rest and relaxation. We are very excited to see what 2023 brings for Family Safeguarding and of course are intrigued to see the responses to Independent Review of Children's Social Care.

Happy New Year to you all, we look forward to working with you in 2023.

Don't forget to keep up to date on latest developments via our [website](#).

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We appreciate you taking the time to read our newsletter. If you have any questions or would like to find out more about Family Safeguarding, please email us [FSProjectTeam@hertfordshire.gov.uk](mailto:FSProjectTeam@hertfordshire.gov.uk)