

# getting it right for every child in Lanarkshire



## Newsletter for services in South Lanarkshire

March 2013

### Introduction

Welcome to South Lanarkshire's first Getting it right for every child newsletter. We hope that you will find this helpful in keeping you up to date with all the latest developments and events in Getting it right for every child. This newsletter is being made available every three months to highlight the benefits of Getting it right for every child as a means of providing fast and effective services for children within South Lanarkshire. The newsletter will also highlight the latest Getting it right for every child developments and focus on examples of good practice.

2013 is an important year for the continuing success of the Getting it right for every child approach. We are now entering the latest phase in the implementation of Getting it right for every child and all partners in South Lanarkshire are working together to implement the new Practice Guide which was launched on the 14<sup>th</sup> December 2012. Previously the Getting it right for every child agenda was serviced by a jointly funded resource team which has now completed its task. This means that it is now the responsibility of managers and practitioners within each service to continue to improve the lives of children. Practitioners and managers have been involved in the development of all aspects of Getting it right for every child and we are therefore in a good position to continue to develop this area of work.

I want to thank all practitioners and managers for the hard work that has been put in over the last 4 years in developing and mapping the structures which will support the Getting it right for every child agenda. I wish to thank those who participated directly in training and in the development of the Practice Guide and the Getting it right for every child Toolkit. I would ask all of you to continue the implementation of Getting it right for every child throughout 2013. I would also like to thank all of you who have contributed to this newsletter and hope to hear more about the good work being undertaken to support the children of South Lanarkshire through future editions.

**Robert Swift, Head of Children and Justice Services, South Lanarkshire Council**

## News Update:

### Launch of Practice Guide

The 14<sup>th</sup> of Decembers 2012 saw the launch of Lanarkshire's Getting it right for every child Practice Guide in front of over 200 hundred delegates at the Maxim Business Centre, Eurocentral, Holytown. The event was attended by Elected Members, Heads of Service, Managers and Practitioners. Delegates heard from a number of the Getting it right for every child Executive Board Members and Elected Councillors who outlined Lanarkshire's path toward the implementation of the guide and other milestones in the embedding of Getting it right for every child practice in the various organisations who make up Lanarkshire's Learning Partnership.

At the event each delegate received a copy of the Practice Guide which provided clear guidance to each agency on their responsibilities in relation to providing services to children as well as giving a clear direction on how to implement the policy. The guide provides information on the ethos and values behind the approach, takes practitioners through the Core Components and gives clear guidance on the use of the National Assessment Model by each agency.

The launch also focussed on the use of the Request for Assistance and Notification of Concern and delegates were asked to continue the implementation within their respective organisations. All partners were asked to remind staff within their organisations about the importance of Getting it right for every child and to ensure that the Practice Guide was being implemented in their day to day practice. Delegates were reminded that information about Getting it right for every child and copies of the Practice Guide could be downloaded from [www.girfecinlanarkshire.co.uk](http://www.girfecinlanarkshire.co.uk)



Councillor Kaye Harmon, Richard Burgon, Norman Dunning, Jane Liddell, Andrea Batchelor and Councillor David McLachlan

## Implementing Getting it right for every child across localities

Implementing Getting it right for every child is driven by coordinating activity across South Lanarkshire with 4 Area Managers groups linking into the South Implementation Group. These are led by Area Coordinators for Integrating Children's Services (ICS) along with key Service Managers from Social Work, Education, Health and others. This ensures that all agencies which deliver services to children and their families (including adult services) are made fully aware of Getting it right for every child. Activity includes delivering training and other events specifically relating to the Core Components and also relating to issues such as early years and self evaluation. Particular initiatives have included working with practitioners and parents to develop parent friendly materials about the wellbeing outcomes or the role of the Named Person and Lead Professional.

Area Managers identify and track vulnerable children as early as possible, including pre-birth screening; children affected by homelessness; looked after and accommodated children (LAAC); those on the Child Protection Register, or at key points of transition. Appropriate information sharing takes place between services to ensure that the most vulnerable do not slip through the net.

Area Managers Groups have also discussed teething problems as Getting it right for every child rolls out to ensure that any difficulties are resolved and we start to monitor and gather information from services regarding the roll out, for example of Request for Assistance, Notification of Concern and Named Person and Lead Professional.

**[Val McIntyre, ICS Area Coordinator, East Kilbride and Strathaven](#)**

### **[Agency Updates:](#)**

#### **NHS Lanarkshire**

#### **Getting it right for every child Development in NHS Lanarkshire Children Services**

Children Services in NHS Lanarkshire is concerned with the specialist secondary care services supporting children with identified physical and or mental health needs. The service is comprised of the Inpatient Paediatric Unit at Wishaw General Hospital, the Integrated Children's Community Nursing Team for complex needs and the Community Paediatricians covering long term conditions and additional support needs schools. For mental health there are also the various teams within the Child and Adolescent Mental Health Service.

Extensive awareness training has been held across all of the teams. As these teams are not the universal service, their role will be to support the Named Person and on occasion to act as the Lead Professional for a child or family.

There are some specific developments within the service:

In the Paediatric Unit all senior staff have undergone awareness training on Getting it right for every child and paper work within the unit has been adapted to reflect the Getting it right for every child model.

Within the Integrated Children's Community Nursing Team, all staff have undergone awareness training and have produced standardised letters to keep the Named Person informed of the child's progress. ASN School Nurses have been involved in the JAT process. The team has started to receive Requests for Assistance from partner agencies.

The CAMHS Teams are starting to receive Requests for Assistance and are involved in partnership work around children and their families. The CAYP team has been involved in training for the residential houses and foster carers. Psychotherapists are planning to run some introductory training on infant mental health in the spring.

These services are all committed to joint working to get the best outcomes for children and to keep the needs of the child at the centre of both thinking and planning.

**Jim Murray,**  
**Children Services (Paediatrics & CAMHS), NHS Lanarkshire**

## Maternity Services

Maternity Services within Lanarkshire are fully committed to embracing and implementing the principles of Getting it right for every child into our practice. From our Community Co-ordinator and Team Leaders, to 3 identified Getting it right for every child champions, maternity staff have been fully involved with the processes which led to the development and adaptation of Single Agency Assessments Part 1 and Part 2 used to assess parental capacity to provide wellbeing to the (unborn) baby.

Commencing in January 2012, all Community Midwives and some key hospital staff have received 2 days training in the principles of Getting it right for every child, it's associated Core Components and implementation. Emphasis has been placed on developing midwives' skills and knowledge in 'Assessment, Planning and Review'. A one day awareness training session is currently ongoing for remaining hospital staff, including Neonatal and Day Bed Unit Midwives. All Community Midwives are now routinely introducing Getting it right for every child and the associated well-being assessments to women and their partners at their first point of contact with Maternity Services. Using the Maternity Wheel as a practice tool, they discuss the relevance of the eight well-being indicators and identify the Named Person.

From the information gathered at this initial visit and more detailed history taken at the subsequent booking appointment, the midwife is able to make an initial assessment of parental capacity to provide well-being.

This facilitates early identification of concerns, and involvement of prospective parents, allows for timely and proportionate support. A Request for Assistance or Notification of Concern will be utilised in accordance to needs identified.

Furthermore, midwives in Lanarkshire have now begun to use MiDIS as the vehicle to record information on the well-being assessments, and record a chronology of significant events where appropriate. This allows for a more efficient means of communication with our Public Health colleagues.

Implementation to date has brought about significant changes to our practice, both culturally and the resultant increase in our workload and has by no means been a smooth transition. However, Lanarkshire Midwives are now reporting improved assessment of families' needs.

"It's getting used to the language we have used in the past. We've always done an initial assessment of vulnerability, but now we have to use different terms to describe it, like the well-being indicators." Quote from Lanarkshire Community Midwife

**Margaret Wilson,**  
**Community/OPD Co-ordinator, Woman's Services, NHS Lanarkshire**

## South Lanarkshire Council

### Housing and Technical Resources

Housing & Technical Resources is a large and diverse resource which provides a wide range of services to people living in South Lanarkshire. Our 3 main services are: Area Services, Support Services, Property Services. Staff within these services include: Housing Officers, Homelessness Officers, Support Officers, Trade Persons, Anti-Social Investigation Officers and Community Wardens.

Whilst we are not a child focused service, our staff are fully aware of the potential impact their actions and decisions may have on children.

The resource's development of the aims & objectives of Getting it right for every child has to date been sited within our Central Homelessness Team and staff have been part of the Getting it right for every child Implementation Group for a number of years. In line with Getting it right for every child principles, we provide information to schools and public health services regarding children who have been affected by homelessness.

We are now at a stage where we are working to roll out the principles of Getting it right for every child across all of our services, to make sure that we do get it right for every child and that where appropriate, the views and interests of the child are taken into consideration.

To achieve this we have developed a Resource Implementation Plan which outlines how we will develop our services in line with Getting it right for every child.

As part of our plan, over the next year we will provide Getting it right for every child awareness training to staff across the three services within the resource. This has already been undertaken for our staff within Area Services as many of them work closely with families as part of their daily work.

In addition we will be reviewing our procedures to bring them in line with Getting it right for every child and will be identifying and developing methods for providing further information to partners across all our functions where there is, or may be, an impact on children.

We will continue to contribute to the wider implementation of Getting it right for every child across Lanarkshire through the Implementation Group and will work with our partners to deliver services and information which put the best interests of children at the heart of what we do.

**Alf Ghiloni, Homelessness Strategy Officer, Housing and Technical Resources**

## Education Resources

The Head Teachers and staff within South Lanarkshire Education have been working within the principles of Getting it right for every child for a good number of years now. They have adjusted their working practices to place well being and care at the centre of their thinking for vulnerable children. The Single Agency Assessment has become the main tool for seeking advice or requesting help for children at different stages in their school careers. It has been followed up by the introduction of the What I Think Tool and the Request for Assistance. We are working to make this an integrated process which can set out next steps for our children, both in Education and when we need to seek assistance from other agencies.

Along with these changes in practice that have been ongoing, Education staff have also gone forward with culture change. We now work and train closely with other professionals from diverse agencies and voluntary organisations. This happens for different aspects of Getting it right for every child, including information sharing and assessment, planning and review. The details of these courses help us to become comfortable with new processes and help us see the rationale behind the whole Getting it right for every child process. But over and above that, we become familiar with the professionals from other agencies who work in our localities.

We make the contacts and start the professional friendships that help us dispel the prejudices and myths about our respective agencies.

Systems are changing too. We are developing a new aspect of our management information system within SEEMIS to allow us to record staged interventions and key information in a way that makes it easy to use, cuts down on time consuming paperwork and helps our partner agencies see progress or barriers for children as soon as they appear. With the necessary agreements from parents and young people, professionals in Health and Social Work will soon be able to see and share what is happening for children on a day to day basis through shared Chronologies. Single Agency Assessments will be generated by clicking a button to set out core data, allowing teachers to concentrate on what they have to say about the child's well being and wider world.

When you visit our schools and establishments now, you will see the imprint of Getting it right for every child on walls and in publicity material. The Child's Pathway is present in staff rooms and offices as a reminder and memory aid for tracking next steps. Staff and parents or carers are talking about what it means to be a Named Person and what responsibilities come from that. They can get straightforward information from the Getting it right for every child information leaflet, available in schools and on the South Lanarkshire Council Internet.

We have come a long way in our journey with Getting it right for every child and we are now beginning to see how the process is integrated within and beyond Education. Looking to the future we need to be ready to talk more fully with our partners and with our families about how best we support children to learn and prosper.

**Alex MacLeod, Senior Manager for Pupil Support, Education Resources**

## Social Work Resources

### Substance Misuse Service (SMS)

The South Lanarkshire Substance Misuse Service (SMS) is staffed by a team of 25 members based within Social Work Resources. They provide support, advice, assistance and care to adults experiencing problems with alcohol and/or drugs. A partnership approach is central to our model of service delivery, with the SMS service being an active member of the Lanarkshire Alcohol and Drug Partnership, evaluating current need and commissioning appropriate services.

All SMS team members participated in a dedicated two day GIRFEC training programme early in 2012 and plans are in hand to co-ordinate relevant refresher training for all.

Staff will be equipped to adequately identify and address the needs of children affected by substance misuse, taking cognisance of the Practice Guide that was launched on 14<sup>th</sup> December 2012.

The process to embed the GIRFEC model into the specific work of the SMS team is well underway and will be further developed in the coming year. A new pathway for parents with substance misuse in pregnancy has already been developed and work has been done to provide parental capacity assessments for parents who are also dealing with addictions. This will seek to ensure that the parental need is addressed alongside any support being offered to address the addiction. Additionally work will be taken forward to ensure that the needs of any child affected by substance misuse within the care situation are addressed, as part of a holistic approach to the family. Actions for the SMS service for the coming year will be feeding into the new Service Plan to capture the work with adults receiving substance misuse interventions or support where they have also have childcare responsibilities.

**Santosh Dade, Operations Manager, Substance Misuse, Social Work Resources**

## Children and Families

Children and Families Social Work staff within South Lanarkshire have been using the Integrated Assessment Framework since March 2012 when completing assessment on families referred from outside agencies. The Integrated assessment is based on the National Practice Model and incorporates the My World Triangle and Wellbeing Indicators to give a comprehensive assessment with support from colleagues from other sectors within South Lanarkshire.

After the launch of the Getting it right for every child Practice Guide, staff within locality offices are becoming familiar with the Request for Assistance and Notification of Concern forms and are beginning to use these when making referrals to outside agencies and the paperwork is being incorporated into internal referral systems.

During the early months of 2013 a series of briefings will take place for Reception Services staff and administration staff to make them aware of Getting it right for every child and the new paperwork and language which will be used to support children, their families and carers.

Addictions Services within Social Work Resources will receive Getting it right for every child training during 2013 along with their colleagues from the Health Services. This will support their work in undertaking parenting assessments and when to seek support if a concern within their work is identified.

**Paul Brady GIRFEC Co-ordinator, Social Work Resources**



## Voluntary Sector



The Machan Trust is a voluntary sector organisation working with children and young people to provide early intervention and diversionary activities in areas of high material and social deprivation within the local community. All of the Machan Trust's work is underpinned by the aim to "encourage, enable and empower young people" and Getting it right for every child aligns with and reinforces our already child centres approach while augmenting the partnership work already established and providing new tools for planning and evaluation.

Through the National Practice Model, Getting it right for every child has provided a common language and method for identifying and responding to needs which has allowed the Machan Trust to increase the effectiveness of our established partnership working with Integrated Children's Services, Social Work, Community Learning and Development Education and various Voluntary Sector Practitioners. This has facilitated greater information sharing between the Trust and these agencies, created more effective reporting mechanisms where there are concerns for children's' welfare and enhanced methods of evaluation and planning both between agencies and within the Machan Trust itself.

Session recording, evaluation and planning documents now incorporate the eight SHANARRI Wellbeing Indicators to be used as standard for all activities. The 'My World Triangle' has been used by staff to take a more holistic view of the individuals and groups they work with; in the context of their families/environment, development and wider community.

Most significantly Getting it right for every child principles have allowed the Machan Trust to keep children and young people at the heart of practice by reinforcing to other agencies (each with their own agendas and priorities) the necessity of considering all aspects of the child's life and available local services when assessing needs and identifying appropriate integrated interventions.

### **The Machan Trust**



Circle improves the lives of children in South Lanarkshire through strengthening families where parental alcohol or substance misuse has, or is likely to, adversely impact on a child's well-being. Our Early Years' service focuses on the welfare of children from pre- birth to age eight. In addition we provide support to children and families affected by parental imprisonment through our Fabi Team. Our holistic, responsive and flexible service embraces the ethos, values and principles of 'Getting it right for every child '. We work in partnership with all family members and professionals involved in the child's care. Family Support Workers in the Early Years' Service are co-located within ICS bases, this practice promotes inter-agency working thus ensuring a co-ordinated approach to address identified need and minimise potential risk.

Workers use the Wellbeing Indicators to enable parents to contribute to an assessment of their child's needs, identify family strengths and possible solutions. The indicators also inform our planning and evaluation of groupwork interventions with children and their families. Family assessments are based on the Integrated Assessment Framework, utilising the My World Triangle and the Resilience Matrix. This, in turn, informs our Family Support Plans and the actions contained within these are then incorporated into the Multi-Agency Child's Plan.

The knowledge, skills and values of our workforce has been developed through participation in the wide range of high quality training that has been delivered across South Lanarkshire. The desired cultural shift has been further enhanced through Circle's strategic embedding of a solution-focused approach to practice over the past four years.

## Circle



## Useful Contacts:

### GIRFEC South Implementation Group

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