



“We are committed to working with children and families in achieving their goals”

Launch

The 31st October was an important day in our calendar as we had a soft Launch of the Family Safeguarding Model at our Turnham's Green office. Rebecca Price, Head of Innovations at Hertfordshire Council and Lorna Hunt from Bracknell Forest Council were invited to join in our celebrations. Mac Heath, Head of Children and Family Services at West Berkshire welcomed the roll out of the Family Safeguarding Model and commented on the enthusiasm and commitment he had seen in his service to making a success of a relational approach to working with families using motivational interviewing. Coffee and cakes were enjoyed by all and found their way to West Street House also for those who could not attend!

From the 31st October we have now changed the name of the Localities Service to the Family Safeguarding Service and our new teams are now known as the Family Safeguarding West Team and Family Safeguarding Team East Team.



Recruitment Update and Welcome!

The implementation of the Family Safeguarding Model is under way, and all of the work streams are meeting regularly to progress key areas of work.

West Berkshire Council has been successful in recruiting two Drug & Alcohol Recovery Workers and we would like to welcome **Hermon Templeton – Family Safeguarding East Team** and **Milton Watson – Family Safeguarding West Team**.

Although the Recovery workers will be based in the above teams they will work across the Service undertaking work as and where needed which is great news.

The process for recruiting two additional administration staff is underway. Our Senior Analyst post is out to advert with the Domestic Abuse Practitioners post at the interviewing stage.

In addition, work is taking place with Berkshire Health Foundation Trust to recruit 2 Mental Health Workers and a Clinical Psychologist.

We would like to give a warm welcome to the first of our new recruits who some of you will have met at Motivational Interview training, and they will be joining us by the end of November and early December.

Welcome to **Lydia Johnson** and **Leigh Mesa**, Family Support Workers who are joining the Family Safeguarding East Team and **Shellie Mann**, Family support Worker joining the West Team.



WBC/C&FS/JK/1117





Motivational Interviewing Update

Motivational Interviewing Techniques will now be used by all staff within the Family safeguarding Service with all families where appropriate.

All staff directly involved in FSM should have now attended a two day course of Motivational Interviewing skills, and embedding sessions have been arranged and are on MYVIEW to support and develop their learning and skills over the next year. A one day course is also now being offered to all staff indirectly involved. Feedback has been positive with staff engaging fully and embracing the new ways of working.

Family Safeguarding Workbook

On the 17th October the FSM Workbook and Intervention programme was shared by Hertfordshire Council with West Berkshire practitioners. Following this session an Interim Workbook, in Care Director was presented, with training set up for the FS Teams prior to the Launch. In addition to this Workbook tools have also been provided to both teams to support them in their practice. It is hoped that the Workbook is being used across the teams, on all cases, except CLA, Private Fostering, no recourse, those currently in Care Proceedings and those which are planned to close (confirmed by a manager to close).

If there is any feedback or learning from the use of the Interim Workbook on Care Director please let us know and if amendments are needed we can explore this. Should any FSM practitioners not have attended the Care Director training for the Workbook please contact the FSM@westberks.gov.uk account and we will ensure that training is provided.



Evaluation

As you are aware the FSM Programme is being evaluated by York Consulting (YCL) as selected by the Department for Education.

<http://www.yorkconsulting.co.uk/>

Interviews are in the process of taking place with Senior Managers and our performance and data colleagues and all staff will shortly be receiving a email with a questionnaire for you to complete. The survey will seek to gain information of your role, understanding and views of the FSM being implemented in West Berkshire. This questionnaire will also be sent out at the end of the project to see how we have progressed. Please can you ensure that you complete this as soon as you receive it as it as you views are really important to the evaluation.

Quotes from Social workers on FSM in West Berks

“I am excited about the new model of working and how it will positively impact on our work with families.”

“Family safeguarding reaffirms the values of being a social worker.”

“This way of working enables greater sharing of the risks and support plans with other agencies.”

If you have any feedback, questions or suggestions on the **FSM programme** or would like to tell us about your experience of implementing the model please email FSM@westberks.gov.uk or contact Jacqui Keohane, Innovations Manager on (01635) 519785 (external) 2785 (internal) Mobile: 07557845046