

## Career Progression

We believe that developing a culture of research minded practice drives improvements and innovation, promotes the relevance of academic research and contributes to better life chances for the children and families we work with.

We have a comprehensive CPD programme that supports Social Workers at all levels to reach their potential. Developed with our University colleagues and partner local authorities, the [Yorkshire Urban and Rural Teaching Partnership](#) offers accredited courses, master-classes and a range of other opportunities as part of this development framework. Whether your goal is management or development and research we are committed to supporting our staff to have a rewarding career.



The latest Safe Successful Families evaluation report shows that staff feel supported and safe morale is high. We are really encouraged by the feedback that we have received and hence we remain fully committed to continuing to embed [Safe, Successful Families in Calderdale..](#)

For more information about Children & Families Social Work in Calderdale please contact Bernadette.Johansen @Calderdale.gov.uk or Leoni.Craigie@calderdale.gov.uk.



**Promoting relationship based practice with families, partner agencies and colleagues.**

## Welcome to Calderdale Safe Successful Families! - our approach to working with children and families.

We recognised that whole service change was needed to improve the quality of our work with families, create better working environments and a more positive organisational culture. Our children's service is currently on this journey, ensuring that there is clarity on the values and aspirations we have for the children and families that we work with. To date, we have transformed our children's social work teams by introducing a systemic approach and continue to implement this approach across the service. We have named this approach Safe, Successful Families, reflecting our priorities, our ethos and our main goals. This has involved creating an organisation where:-

- \* **We work collaboratively with children and their families to achieve positive change, acknowledging them as the experts in their own lives.**
- \* **Our work is practiced against a set of clearly stated values, a common language and a consistent approach.**
- \* **Learning is prized above blame, and a supportive, generous work culture is promoted.**



### Our Leadership

As leaders we promote a safe learning culture within which responsibilities are shared and owned across the service. We value the contribution that everyone brings to delivering a quality service and through, this improve life chances for our children and young people.

We use the analogy of the Fish Tank to consider our leadership environment. The water represents the system and the fish the practitioners. We try to focus on people's relationships with each other, their organisation and their environment.

We recognise if there is no movement in the water, it will be deprived of life-giving oxygen, stagnate and become cloudy, making it difficult to see clearly. Generating and promoting innovation is essential, as is having supportive, creative, shared and reflective leadership across all levels.

## Learning and Development

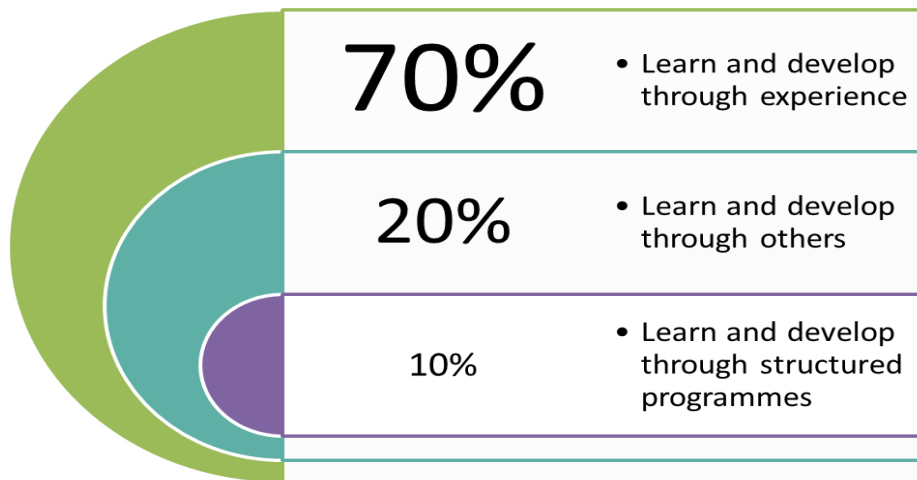
We aim to be a learning organisation and accessing professional and personal development is very important. We value time to reflect and recognise that we learn from the children and families we work with and from each other.

We prize learning above blame and want to ensure that this ethos comes forward into our work with families. We want to build on their strengths and our own. We use reflection to help us improve individually, within supervision and as teams.

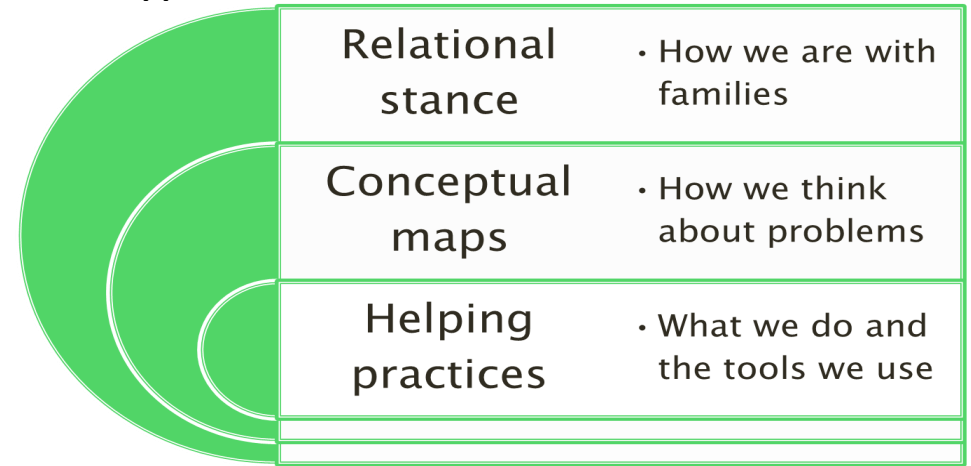
All staff are given opportunities to enhance their skills and further develop professionally including access to a comprehensive [Safe Successful Families](#) training programme.

The programme ensures that all staff have access to relevant learning opportunities to enable them to implement a systemic approach within their practice.

- ◆ New staff are offered a 10 day in-house training programme.
- ◆ Managers are supported with monthly Reflective Leadership Development Workshops
- ◆ Partner agencies are offered bespoke learning and development options to raise awareness of systemic methods and encouraged to become involved in reflect meetings.



## Our Approach



We encourage children and families to fully contribute to the assessment process, including the use of the tools and developing the plan so that they can understand and own it.

We acknowledge the families' expertise about their lives and the narrative of their stories.

We identify patterns within the family story and ask about how it could be different by using more open and "circular" questions.

We see and work with the children, the family and their community as an interconnected system.

We consider how families work with the system around them and help to identify the positives and their strengths.

We question other professionals and encourage them to think systemically about children and families.

We use systemic tools where they could deepen knowledge.

We are not afraid of silence, it gives time to reflect.



## Our Practice

We work in small teams, known as pods, to increase access to management oversight and business support.

We use systemic language within case discussions, assessments and meetings with other professionals to encourage wider systemic thinking.

We consider context – looking at the here and now, as well as reviewing the past, the patterns and the story.

We work collaboratively with parents, young people and other professionals.

We make time to reflect in a meaningful way on our practice through regular group supervision in Reflect Meetings and in quality reflective supervision.

We remain curious by “widening the lens” before “sharpening the focus” when thinking about our families.

## Our Tools and Techniques

We use a range of tools and techniques to help families recognise the risks and needs and support them in changing behaviour.

We developed the **Systemic Seven** as an aide memoire and this remains central to our practice. As our systemic knowledge and skills have evolved we have identified other evidence based tools and techniques that support children, young people and families to improve their life chances. This is the **Top Ten**.

