

## Noticeboard

Children, Young People and Families Service

LOADING...

2023

This electronic communications bulletin is available on the North Somerset Children's Service tri.x area [www.proceduresonline.com/northsomerset/cs/local\\_resources.html](http://www.proceduresonline.com/northsomerset/cs/local_resources.html)

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Happy new year! Thank you to everyone for their continued support with producing the newsletter. Nat Chadwick, who put together the newsletter, has now left to travel so Shelly Smith and Theo Greiner will be taking over in his stead. For any queries or questions please contact [shelly.smith@n-somerset.gov.uk](mailto:shelly.smith@n-somerset.gov.uk)

## Armed Forces Covenant

The MoD Armed Forces Covenant team are very pleased to announce that the new Armed Forces Covenant Duty will come into effect on 22 November 2022. This is a legal obligation for public bodies to consider the needs of the Armed Forces community in their work. This mainly affects organizations who provide healthcare, education, and housing services. Such bodies will need to consider the obligations and sacrifices made by the Armed Forces, the disadvantages they face and that special provisions they may need. **Learn more about the Armed Forces Covenant Duty on the Covenant's website and check out the national government webpage on the Armed Forces Covenant Duty.**

You can also learn more from the North Somerset **Learning Pool** and the **Covenant Fund** website.

If you would like me to come and talk to your team about the new legislation, please get in touch with Garry Hawkes, Armed Forces Co-ordinator, at **01275 885 398**

# Youth Justice SEND (Special Educational Needs and Disabilities)

## Quality Mark with the higher Quality Lead Status

**In December 2022, the YOS were awarded this Quality Mark having worked on the rigorous quality assurance framework over the past two years.**

High numbers of children and young people who need youth justice services also have complex learning needs, low levels of educational attainment, speech, language and communication needs (SLCN) and more untreated health issues than their peers. The Youth Justice SEND project supports youth justice services and local authorities in effectively identifying and meeting the special educational needs and disabilities of young people

in the youth justice system, working towards more effective engagement and more positive long-term outcomes.

A series of 10 statements work to frame effective SEND practice in the youth justice system. At the outset, YOS areas are asked to rate their performance on a scale of 0 to 10 against each of these statements and a profile is created from these scores. This gives us a picture of their strengths and needs. Following

this initial benchmarking process an action plan was drawn up to identify key areas for development. These statements are revisited at the end of the process following additional work and evidence of effective practice and partnership working. Higher scores are required as criteria for the quality lead award indicating widespread effective practice with evidence of better outcomes for children and young people with SEND. The award recognised the high-quality work undertaken within the North Somerset YOS Partnership to improve outcomes for these children and young people





The key successes identified across North Somerset leading to the quality lead status included:

Training for staff, effective partnership working with key partners including Health, SEND Team and with Education partners. This also includes regular YOS management input at the secondary school inclusion panel and school attendance meetings and with the Post 16 Team and SEND Transitions Advisor.



The awarding body noted the diversity of the staff team within the YOS including Youth Workers, Social Workers, Teachers and SENDCO, Police staff, Probation Officer, access to FCAMHS Psychologists through the Avon and Somerset Trauma informed Enhanced Case Management Project and the newly appointed Speech and Language Therapist for two days a week, funded by the ICB. The latter has been a significant enhancement in provision to young people – a great many of whom have significant Speech Language and Communication Needs – and also in the professional development and expertise of front-line staff. As in many area partnerships across the country, co-located SaLT provision has a significant and sustained impact on positive outcomes for children in (or at risk of entering) youth justice pathways.

All children and young people involved with any team within North Somerset YOS undergo a Health and Wellbeing Assessment which is a holistic assessment including screeners for specific SEND needs such as social communication and ASD, ADHD and speech, language and communication needs to trigger further referral and/or advice where identified or further communication with other services/teams.

For further information about the award or any of the programmes available and how to refer a young person, please contact North Somerset Youth Offending Service on

**01275 888 360** or [yosadmin@n-somerset.gov.uk](mailto:yosadmin@n-somerset.gov.uk)

The range of teams available to children and young people across North Somerset was also noted including;

- **CCST** (The Court and Community Supervision Team) supervising children and young people following court outcomes, out of court disposals and children requiring aim three assessment following harmful sexual behaviour.
- **YISP** (The Youth Inclusive and Support Project) working with vulnerable young people at risk of entering the criminal justice system or at risk of exploitation.
- **SAS** (The Substance Advice Service) the North Somerset young people's drug and alcohol service for young people.
- **Junction 21**; the mentoring and advocacy service for children and young people.
- **YVS** (Young Victims Service) working with young people who are affected by crime, anti-social behaviour, or domestic abuse.
- **EEP** (Education Engagement Project) working with young people at significant risk of school exclusion related to a range of risk factors associated with youth crime and exploitation to support them in education.



# Family Wellbeing Parenting Team Parents Celebration event 2022

On Tuesday 22 November 2022 the Family Wellbeing Parenting Team held their first ever Parenting Celebration event on the pier in Weston for parents that have attended Advanced Parenting Groups this year.

40 parents and professionals came together for a day of celebration and the launch of a video made by parents for parents.

Parent stories were shared, and success celebrated, there was a strong feel of us starting to build a ‘parenting village’ where communities work together to raise mentally strong and resilient children. The event was closed by Shelia Smith who quoted Fredrick Douglass who said:

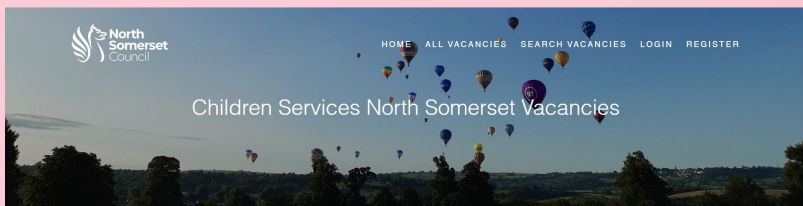
“It’s easier to build strong children than to repair broken men.”

A sentiment held close to the hearts of all those that work within the Wellbeing Team



## Human Resources Microsite

The HR Microsite for Children’s Services has lots of exciting new positions available.



Find these, and many more job opportunities in the Children’s Service.





# Are you and your team signed up to Connecting care?

As part of the ongoing Connecting Care comms and engagement a TEAMS demo session for Connecting Care has been running Since last August, every six weeks. These are available to all and can be used for induction or refresher purposes, we have a few left

## Purpose of the meetings

- Induction or refresher sessions for Connecting Care Users
- Raising awareness of services both old and new
- Helping everyone to access the benefits of Connecting Care

Check out our drop-in sessions to learn more. Our new 'Context launch' feature allows a seamless link from a case in LAS or LCS direct into C/Care without having to log into two systems.

Please see the following demo dates arranged and let me know if anyone wishes to join and I can forward the session invite:

- 31 Jan 12-1pm
- 16 Feb 2.30-3.30pm
- 13 Mar 12-1pm

Other demo sessions may be booked on other dates and times by mutual arrangement but require a minimum of 10 attendees. Alli is happy to join



Team Meetings and you can contact her at the following meetings.

Allison Adlam  
Senior Project Manager/SME  
Health and Social Care  
[Allison.Adlam@n-somerset.gov.uk](mailto:Allison.Adlam@n-somerset.gov.uk)

## The Fundamentals of Children, Young People, and Families Support and Safeguarding

The Six fundamentals were introduced at the children's support and safeguarding conference 2022.

**Six fundamentals of family support and safeguarding**  
Open, Fairer, Greener

Relationships Matter	Hearing the child or young person's voice and lived experience	Understanding the child or young person's voice and lived experience	Responding to child voice or young person's voice to improve their lived experience	Outcomes Focused Practice	Language That Cares
<ul style="list-style-type: none"> <li>● Professional generosity</li> <li>● Model the model – embody the values we promote</li> <li>● Embrace challenge, supervision, and scrutiny</li> <li>● Cultural competence: we are open, respectful, and willing to learn</li> <li>● A learning culture where professional judgment and reflection is rooted in relationship-based practice</li> <li>● Supporting one another to communicate what really matters to them, and ensuring they are heard with appreciation</li> </ul>	<ul style="list-style-type: none"> <li>● Professional curiosity</li> <li>● Visiting and being present</li> <li>● Observing interactions for non-verbal children</li> <li>● Children will be seen away from parents/carers</li> <li>● No child is too young to have a voice</li> <li>● Engage father/male figures</li> <li>● Give weight to what the child is saying</li> <li>● Communicate creatively</li> </ul>	<ul style="list-style-type: none"> <li>● Assessment is continuous</li> <li>● Triangulating and corroborating</li> <li>● Adopt the child's point of view</li> <li>● A continuous cycle (not episodic)</li> <li>● Look at the whole family system</li> <li>● Adopt a position of 'not knowing'</li> <li>● Analysis over description</li> <li>● Critical thinking</li> <li>● Connect analysis to action</li> <li>● Proportionality</li> </ul>	<ul style="list-style-type: none"> <li>● Planning and reviewing</li> <li>● Child/Family are seen as an active partner</li> <li>● Utilise family strengths and resources</li> <li>● Have meaningful conversations</li> <li>● Connect engagement to the plan</li> <li>● Recognise different perspectives on need/risk</li> <li>● Define what success looks like</li> <li>● Concurrent planning</li> <li>● Reliable</li> </ul>	<ul style="list-style-type: none"> <li>● Helpful</li> <li>● Evidence and impact</li> <li>● Self-evaluation/peer challenge</li> <li>● Share our understanding across agencies</li> <li>● Child or young person is central to the story</li> <li>● Our QA and CPD is focused on improvement</li> <li>● Performance information</li> <li>● Management oversight, insight, and grip</li> <li>● Clear rationale and thought process</li> </ul>	<ul style="list-style-type: none"> <li>● Language that empowers</li> <li>● Identify appropriate language and terminology</li> <li>● Mindful of stigma attached to certain words</li> <li>● Communication is meaningful and tailored to individual needs</li> <li>● Consider how our writing would come across retrospectively</li> <li>● Non-blaming, non-punitive, non-stigmatising</li> <li>● Remember we are writing to them, about them</li> </ul>

The Six fundamentals of family support and safeguarding have now been transitioned into active service plans.



# Updates to Tri.x

ASYE portfolio templates have been uploaded to tri.x. You can find ASYE portfolio templates under the 'tools' section in 'guidance' at Procedures Online.

The following North Somerset Council documents have also been updated on tri.x:

- **Supervision Policy**
- **Supervision Agreement**
- **Personal Supervision Template**
- **Children's Family Time Guidance**
- Updated Guidance and forms for adoption The following forms have been updated on Tri-x:

- **Adoption Process for ADM** – form from Sirona has been replaced and is now called Adoption Medical & Health Forms Process – Flowchart from Sirona
- **The Adoption Process** for ADM Decision has been updated
- **An Annex A** report template for adoption proceedings has been added.
- North Somerset Safeguarding Children's Partnership (NSSCP) the following documents have been uploaded:
  - **Effective Support for children, young people and families in North Somerset**
  - **Effective Support – request for support document**

# Family Group Conferencing

**Have you considered an FGC for your families?**

A Family Group Conference (FGC) is an excellent way to get families together to problem solve for themselves and make the best possible plan for the children within them.

We have returned to face-to-face FGCs again but with the option of continuing to use virtual meetings when appropriate. For more information, leaflets and referral forms please visit our website or call 01934 314 421.

For an informal discussion about a case please get in touch with me, Amanda Culverhouse, at 07809 409 842



# Mockingbird 2022



**Mockingbird has been a really busy year for North Somerset Council. Our Constellations have thrown themselves into providing activities for young people that vary from Kyaking, self-care pampering sessions, trips to Monkey world, and a trip to Imagination Fascination Children's play centre. Our young people have had a great time and benefited immensely from the Mockingbird Family Model.**

At the start of 2022, North Somerset was lucky enough to receive funding from the COVID recovery fund, part of this funding was mentoring and working with three other local authorities that were looking to use the Mockingbird family model. These were Dorset, Devon and South Gloucestershire. North Somerset has worked with all three local authorities, mentoring and supporting them on their continued Mockingbird journey. Our Hub Homes have also worked with each of them, as their experience and support is invaluable. They have been able to support the three local authorities hub home carers with the pre-launch prep how to manage difficult situations and also to help them think about selfcare for themselves. Dorset and Devon both launched very successfully in November with South Gloucester is looking to launch after Christmas.

During the summer, Constellation One was asked to take part in a radio programme discussing their Mockingbird journey. Our Hub

Home carers explained about their journey which launched in Winter 2019. In October our constellation two celebrated their second anniversary with an outing for everyone at Puxton Park. Constellation Two launched in 2020 while we were all in lockdown so their original launch was virtual on our old favourite zoom! Constellation Three also had a great year. They helped to arrange the male selfcare group and organised a fantastic sensory evening that everyone from all four constellations were invited to attend.

In October Constellations One, Two and Three as well Melissa Fowler (Mockingbird Liaison Officer) and Sally Woodlock (Mockingbird Project Officer) attended the Mockingbird Fostering Network learning event in Birmingham. This was a fantastic day for everyone as we were able to share our knowledge and also learn from all the other local authorities that are also using the Mockingbird Fostering Model programme. This information was crucial and a huge learning event for all of us

that will only help us to improve and support our young people.

In November we launched constellation four. This has been a fantastic addition to our growing Mockingbird Family, the Hub homes carers have been supported and mentored by all of our other three other constellations proving that this is the family model that we are all so passionate about.

To end our year, all four of our constellations organised a Christmas event for their young children and satellite carers. All of them were different, wonderful, and unique. Everyone enjoyed themselves and it really promoted the Christmas spirit.

Without our Hub Home carers ongoing commitment, we would not of been able to achieve what we have achieved this year, our 2022 success story really is down to them and on behalf of North Somerset Fostering Team we really do send our since thanks and appreciation.

Sally Woodlock  
Mockingbird Project Officer.



# Core Quality Assurance

## updates from QA

### Thank You

Thank you to everyone who contributed to the QA activity in 2022. Together we have started our journey of self-reflection, improvement and sharing our successes. This will now continue in 2023 with a baseline to compare our findings this year.

### Celebrating Staff

Lets shine a light on the amazing work by the Care Leaving Team. During a collaborative practice review at the end of last year, three of the team practitioners young person's records were found to be outstanding! Thank you Tina Baker, Karen Morgan and Raheal Amare! Your level of support, care and professionalism led to positive outcomes for all the young people in our care.

### 2023 Core QA Activity

2023 brings a new year of QA activity. Please take the time to **see our calendar of activity on Tri-x**. This link also includes useful information on completing themed and collaborative practice reviews.

### February Themed Review

The first review of 2023, following the theme of Supervision and Management Oversight, will commence in February.

We constantly look to improve how we complete reviews and learn from previous QA activity. February will be the first review where people will complete the review in pairs, increasing the collaborative approach to our work by supporting each other. People will receive an allocation

email around the beginning of February. Please ensure you contact your reviewing partner as soon as possible to arrange time to complete your review. Time has been set aside to help answer any questions you may have about this process, as well as offering a space for support – 10am-1pm on Friday 3 February. Please contact Martyn Pudner and you will be allocated a time slot. This time will allow for a teams meeting or phone call.

### Ongoing Staff Support

Please contact the QA team (Martyn Pudner) if you have any questions, need support or have ideas on how to improve our core QA activity.

Thank you

QA Team





# Beth's Bit

*Bethany Swan, Young Director – North Somerset Council*

Hello again! I'd like to wish a very warm welcome to any new faces who've joined us over the past few months! I hope you have all had a very Merry Christmas and thoroughly enjoyed whichever festivities you chose to partake in. I'd also like to say for any who weren't so cheery or bright, or didn't celebrate at all that I'm proud of you for making it through another festive season and getting another year done, dusted and under your belt!

Anyway, in the last newsletter I spoke briefly about the Mind of My Own training that was underway and I am very pleased to announce that it has been going BRILLIANTLY! If you didn't manage to get onto any of the training courses don't fret because I am excited to announce that there will be more training dates for January onwards!

In all honesty though, we have had a few members of staff who deserve special recognition due to their amazing efforts at promoting this app with their young people! We as trainers and service portal users want you to know that we are thrilled when we receive your statements!

So, without further ado I present to you our top four users of the last three months!

1. Claire Towler
2. Jenny Tungate
3. Sarah Storey
4. Charlotte Birchenhall

Unfortunately, there are no prizes (yet!) – however you can take comfort in knowing your young people have found another form of communication which works for them!



I would like to remind everyone that we will be holding Mind of My Own Mondays where Ella Bunting, Katie Warren and Myself will be around to answer any questions you might have. And if you can't wait until a Monday, feel free to e-mail us on [mindofmyown@n-somerset.gov.uk](mailto:mindofmyown@n-somerset.gov.uk) and we will help where we can!

Aside from the mind of my own training there have been many bright spots between the last newsletter to now. For instance, there was our care leavers end of year party and what a laugh it was! There were many games played including kids against maturity and kerplunk! We had some very serious gaming tables and some tables where the laughter just didn't seem to stop!

We also put up a "Positivi-tree" where young people could add a bauble on explaining things that have gone well, things they are looking forward to and things they are proud of, and I thought where better to share some of these quotes than on here:

One young person was proud of "Recognising my true identity"

Another young person wrote "Stayed in my job for 4 years and still love it!"



We are sharing the pride with this young person who said that “I passed my probation period at work!”

And another young person shared “I got to level 300 on Eldernren”

I wanted to pass on a very special thank you to all of those who were involved in making the event run as smoothly as possible and a HUGE thank you for all the presents and selection boxes that were donated! It’s safe to say our care experienced young adults and their children had a blast!

On that note I hope you all have a fantastic day and I’ll see you the same time again next month with more updates on what we’ve been up too in children’s services 😊

If you have something you’d like to see highlighted in the blog, please e-mail me on [Bethany.swann@n-somerset.gov.uk](mailto:Bethany.swann@n-somerset.gov.uk).

support and feeling supported by their managers”. Another strength to note was “both the young director and participation worker within the team felt a part of the team and feel they receive good support and direction. Both bring Passion, energy and enthusiasm to their roles and are very keen to make a difference”.

A very bright spot for the whole community was this year’s Weston carnival! For those who attended you will understand what I’m talking about because this year’s procession was spectacular! Kitted with bright lights and loud music you can’t help but dance too! Spectacular costumes and even better performances from our float actors! A huge commendation for the teams that put it together because on behalf of myself, my partner, and the others who were stood around us we were absolutely mesmerised!

Here are some photos I took on the night – just look how big the crowd is!

And an even bigger thank you to Councillor Karin Haverson who extended an invite for foster carers, their children, young people, and care experienced adults to sit in the winter gardens, enjoy a fantastic meal and then watch the show either out of the windows or the garden area!

The gesture was greatly received, and the councillors even received a card from one of the children:

I hope you all have a fantastic day and I’ll see you the same time next month 😊

For any Mind of My Own related questions or queries please contact: [mindofmyown@n-somerset.gov.uk](mailto:mindofmyown@n-somerset.gov.uk)



# 2022 Christmas Appeal thank you to Jasmine



The Christmas Appeal (through church) was sadly cancelled last minute this year. For those who are unaware The Christmas Appeal is where professionals can put forward requests for Christmas presents for children we are working with, to ensure parents are able to give at least 1 gift to their child. In previous years we have had an abundance from this appeal and been able to support those most in need in the community.

Everyone was disappointed that this was unable to go ahead this year and some of our families were heavily reliant on this scheme, so they were worried what would happen.

In steps Jasmine Stabbins (Social Worker from South A), who I did not know at the time. She asked all her friends and family to donate toys and presents. Amazingly, she collected a sack full of wonderful gifts and became South A's very own Mrs

Claus! She did this entirely off her own back, without seeking any recognition. The quality and quantity that she was able to gather from her own network was amazing and our parents have been so grateful for them.

We all want to say a massive thankyou and well done to Jas for her incredible work.

We were also fortunate to be contacted by 'One Stop Shop' convenience store in Highbridge, who wanted to donate a sack full

of gifts (toiletry gift sets) for our young people. We were overjoyed at this donation and Ang Blewitt (Family Support Worker from South A) wasted no time in collecting them and ensuring these were distributed to our young people, particularly those living in support-accommodation and away from their family. There were so many gifts that Ang was also able to take some of the gifts to our Care Leavers too. What a lovely thing for One Stop to have done for the Young People of North Somerset!

I hope both stories make you smile and remind us of Christmas cheer, now it's glumly January!

## Meet your colleagues

### Louisa Loveridge

Hi everyone, I joined Somerset on Monday 9 January and work full time alongside Tash Newton as a Fostering Team Manager. I previously worked as a Family Safeguarding Team Manager for 3 years in Somerset and have a social work background in fostering and child protection. I have also worked in education and have worked for Bristol Bears as a sports coach. Fun fact about me are that: I have an adopted dog called Daisy, I was on Ninja Warrior and used to compete in obstacle racing such as Tough Mudder and used to be number 1 for my age category.



### Abi Holt

Reducing Parental Conflict  
Co-Ordinator

I am a qualified Early Years Teacher, working for several years in the 0-5 sector, before moving into the Further Education sector, and teaching Early Years Diplomas to post-16 learners. I am excited to roll out the RPC agenda, as it is a chance to help families to rebuild relationships, and work together to support their children to achieve to their full potential, using a multi-professional approach.

