



Bradford
Children
and Families Trust

Bradford Children and Families Trust Practice Approach



Introduction

Bradford Children and Families Trust Children's Services is committed to delivering a high quality service that is effective and has a positive impact on children, young people and family's lives in the District of Bradford.

In order to do that we need to have a practice approach that clearly sets out the way we will work with children and families.

The approach will specify a framework for how we will work with children and families, providing all staff and partner agencies with a value base, language, behaviours and tools to strengthen relationships with children and families and each other.

Our restorative approach focuses on empowering our children and families to find solutions to their problems and recognises them as experts of their own lives.



Our Purpose

Our purpose is to provide high-quality services with partners that help safeguard, support and promote the welfare of children, young people and families across the Bradford District

Our Vision

Our vision is for all children and young people in the Bradford District to be safe and able to realise their full potential.

Our Values

Our values were co-developed with our staff community and reflect the way in which we will operate individually, in our service and as an organisation

						
Integrity	Nurture	Safety	Pride	Inclusive	Respectful	Excellence
I am honest and open, doing the right thing through words and actions	I will never give up on our children and young people	I will create an environment of safety with children, young people, families and colleagues	I am proud of the work we do and the people we serve	I will celebrate and embrace our differences	I will act with kindness and care	I will aspire to excellence through our ambitions



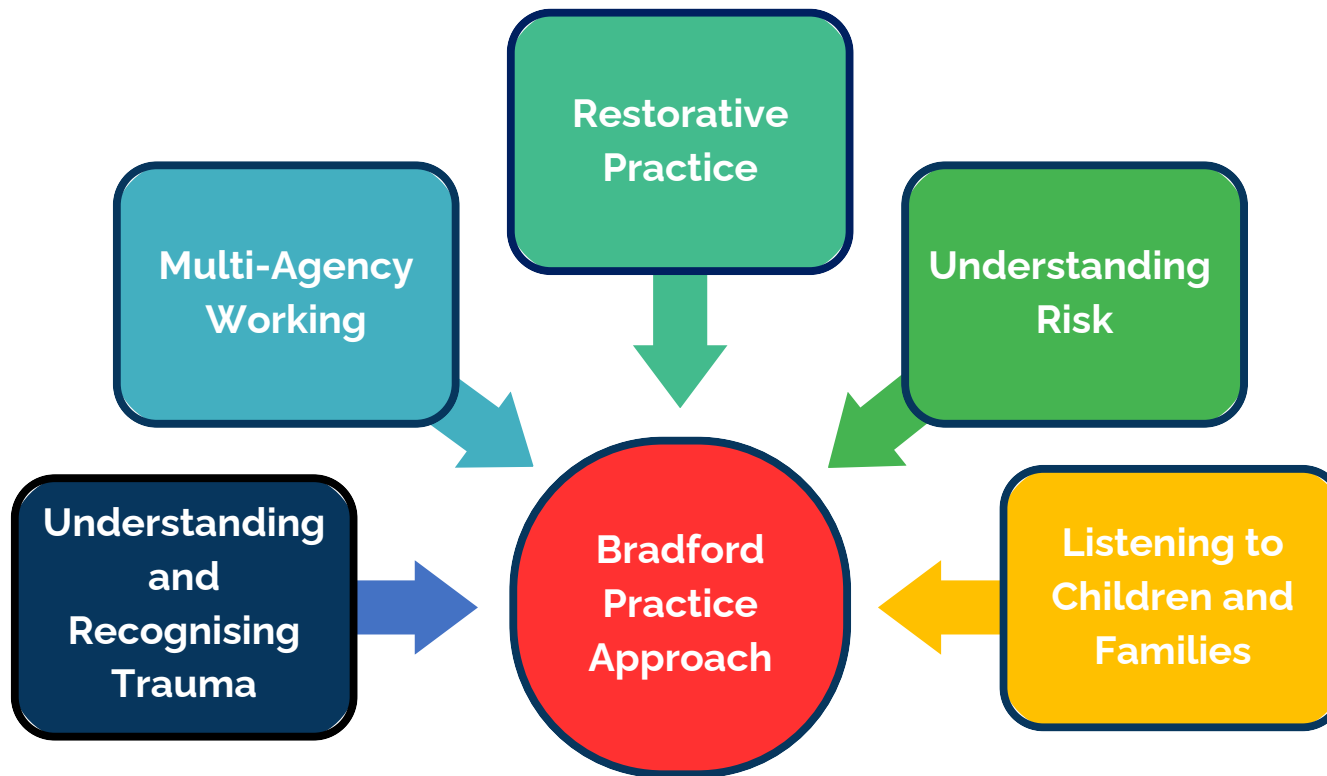
Central to the practice approach is strong meaningful relationships which means that we work with children, young people and their families. This will include how we as a professional network will work together to deliver the best service possible, working alongside and with individuals and not doing to or for; we know that this is the most effective way to build relationships.

We also know that relationships are formed through a common goal and shared understanding, recognising power imbalances and being respectful.

Children, young people and their families want to be listened to, for their strengths and the positives about them and their lives to be recognised. It is therefore important to understand their unique journey or experiences to make sure that the service is for them. This includes understanding and recognising the impact of trauma.

Our approach in Bradford is underpinned by anti-oppressive and anti-discriminatory practice, which places a collective responsibility on all within the District to promote and uphold fairness and equity for everyone. This means that we will speak up when people behave in a way that is disrespectful or unacceptable, whether of families or of colleagues. We will identify and address when behaviour discriminates reflecting on our own beliefs and learning about educating ourselves on different cultures and practices.





Underpinned by Practice Principles



Always working with



Strengths-based approach



Early support at the right time

Restorative Practice



Restorative practice is a way of “being” that describes behaviours, interactions and approaches which help to build and maintain positive, healthy relationships, resolve difficulties and repair harm where there has been conflict.

When we work with and alongside people, there is strong evidence to say that outcomes for children and their families are improved. Restorative practices enable those who work with children and families to focus upon building relationships that create and inspire positive change. Creating change requires challenge as well as support.

A restorative approach aims to empower children and families to find solutions to their own problems and reach their full potential. Restorative practices can be conducted with the family to help everyone involved understand the behaviours, the harm that has been caused and what can be done to ensure the safety and emotional wellbeing of the children. Using restorative practices in these situations can be extremely beneficial, as families learn the strategies and skills themselves, rather than being told what to do. This could reduce the likelihood of the harm occurring again or remove the need for social work interventions.

This approach will be used to develop relationships with each other in the Trust. This will help us to support each other in the work that we do as well challenge us through reflective and restorative supervision. We work collectively to develop our resilience and professional confidence to allow us to meet the needs of children and young people and their families.

By being restorative we will be working with integrity and respectfulness as set out in our values as we will be honest and open whilst being kind to everyone that we work with.

Understanding and Recognising Trauma

It is important that we are able to understand and recognise the impact of trauma and adverse childhood experiences on parents and carers.

As part of our work with the significant adults in a child or young person's life, practitioners will need to provide interventions that will include talking, listening, signposting, challenging views or approaches, advocacy and parenting support. Workers may need to engage additional, specific support services for adults including specialist assessment or therapy or a range of accredited parenting programmes that are delivered within the service and by partner agencies. Having an understanding of what local services are available and what our communities need will be critical to providing effective interventions at different levels of need.

Our workforce will be supported to recognise and understand the impact of individual experiences and how these affect the behaviour of children and adults to ensure that the right support is being offered at the right time reinforcing strengths and their community networks. This will enable our workers to be more effective in providing a platform for sustainable change to us to make a difference for our children and young people in Bradford. To deliver the practice model, all practitioners who work directly with children of their families will be supported with their learning and development to enable this approach to be at the core of their work. This will support a consistent approach across all services that enable the child and young person to be central to decision making and planning.

By being nurturing and inclusive as set out in our values, we never give up on our children as well as recognise and embrace differences.

Listening to Children and Families



It is important that children, young people and families are given the opportunity to make sure that their voice, wishes and feelings are heard. This can be done in a number of ways and should be planned to help make a difference.

This will mean that we will:

- ★ Communicate effectively with each child, young person and their families focusing on their individual experiences.
- ★ Use simple and jargon-free language in all of our documents, assessments and plans.
- ★ Use language that is strengths based, recognising what is working well for our children, young people and families whilst identifying what support is needed to make positive changes
- ★ Ensure that all assessments, plans and support focus on how services are making a direct difference on the lived experience of children and young people within their families and local communities.
- ★ Ensure that the child's voice is central in all assessments, helping to understand the day to day life of the child or young person.
- ★ The wishes and feelings of children and young people should be evident through recordings and reports and we will understand the impact of their lived experiences and situations.

By providing an environment of safety with our children, young people, families and colleagues as part of our values, we will make sure that everyone has the opportunity to be heard.

Multi-Agency Working

Children and their families will access a range of services and it is important that we all work together to understand what is happening and how any identified risks are being managed.

This will mean that we will:

- ★ Work holistically by jointly assessing families so that support is timely, proportionate and relevant.
- ★ Work together with agencies to share information, knowledge and resources to avoid duplication for children, young people and their families.
- ★ Appropriately share information to support working relationships so that everyone is clear regarding roles and responsibilities.
- ★ Listen and value the views and opinions of each other.

Promoting the value of excellence will mean that we will aspire through our ambitions whilst being inclusive.



Always working with



We will work in partnership and collaboratively with children, young people and families to conduct assessments and create plans to increase safety and reduce risk.

This will mean that we will:

- ★ Ask what we can do to help.
- ★ Listen to children and young people as well as the important adults in their life.
- ★ Be honest, understanding and respectful.
- ★ Take time to learn about the child's unique needs.
- ★ Work with families to recognise and understand their relationships and support networks.
- ★ Recognise how adverse childhood experiences and trauma can impact on the lives of adults and thus on the way that they parent their children.

By working with integrity as set out in our values, we will always work honestly by doing the right thing through our words and actions.

Strengths-based Approach

A strengths-based approach explores with children, young people and their families their skills and knowledge together so that we are able to understand what works well. Working from a strengths-based position, is not about 'giving people less support and services', but working to identify together, the best next-step for them utilising all the strengths and resources they currently have or may have access to.

It is about recognising that our children young people and families are experts in their lives and by engaging in meaningful conversations we can provide the right help, advice, and support at the right time.

We will do this by making sure that we:

- ★ Value and respect the diversity of children, young people and their families.
- ★ Understand and recognise family and important people in their lives.
- ★ Focus on helping children, young people and their families build safe and on-going social connections and friendships in their local communities.
- ★ Make assessments holistic and plans proportionate to need.
- ★ Apply a model of support which builds resilience in individuals, families and communities.

Our values will be reflected by being proud of the work we do and the people that we serve.



Early support at the right time

Making sure that we are able to support children and families with the right support at the right time helps achieve change that lasts, preventing any situation from escalating or further problems arising. Support can be provided at any stage in a child or young person's life, from pre-birth through to teenage years.

This will mean that we will:

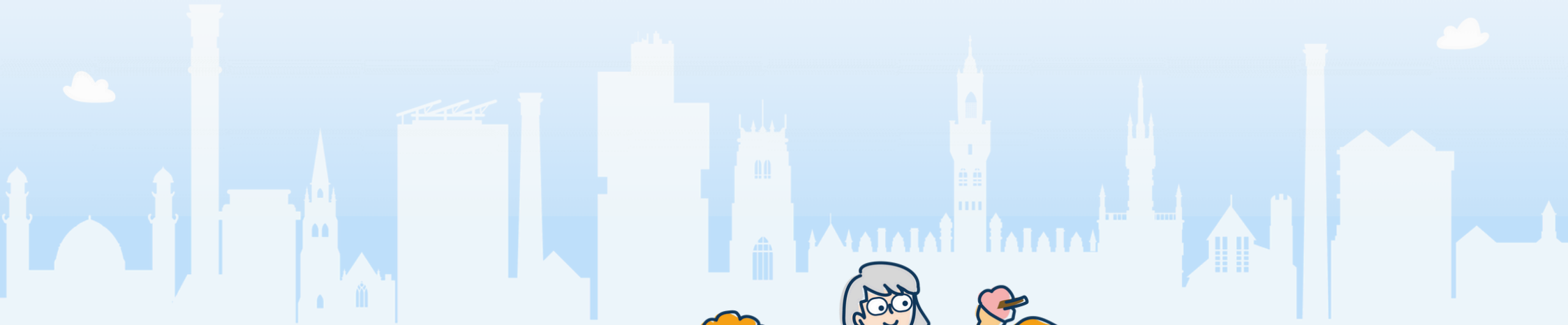
- ★ Provide information and advice which is easy for families to navigate so they only have to tell their story once.
- ★ Develop and target earlier interventions that can respond quickly to risks and vulnerability to avoid or prevent escalation.
- ★ Work more closely with settings and schools in neighbourhoods where outcomes need the most improvement.
- ★ Be clear about support and intervention within the continuum of need.

We will promote excellence as set out in our values as we will be aspirational in providing timely support for all our children and families.





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