

CREATING STRONG COMMUNITIES PROGRAMME

In April 2015 following a successful bid to the Department for Education, North East Lincolnshire Council was awarded Social Care Innovation funding to implement the Creating Strong Communities (CSC) Programme. The basis behind this programme is to protect vulnerable children whilst looking at new ways of organisational working and learning. This was needed due to significant increases in children in need and children on a child protection plan and previous interventions not working. As a consequence there was a need to change.

As part of the Creating Strong Communities Programme there has been extensive workforce and partner development in two main areas which has enabled and developed a new framework for practice which includes Signs of Safety and Restorative Practice.

SIGNS OF SAFETY

This is a method of safety planning with children and families, which uses a common language, is solution focused and encourages workers to assist families in taking responsibility for resolving issues and keeping their children safe.

Since the implementation of the CSC programme 2,375 staff and partners have been developed in Signs of Safety. A Signs of Safety Practice Leads group has been established, action learning sets are in place, a single assessment tool designed and launched within the Families First framework, with a positive reaction from staff on the benefits of using Signs of Safety with families.

2017/18 Programme of Signs of Safety Events: Currently the programme is in development but will be made available in the coming weeks.

Further information on Signs of Safety can be accessed at: www.signsofsafety.net

RESTORATIVE PRACTICE

This is a way of building and maintaining respectful relationships as well as repairing them. Restorative practice is being used within North East Lincolnshire Council as a way of empowering individuals in their working relationships as well as with partners and communities. Workforce development has been in the main internally focused and has been divided into two key themes, Restorative Leadership and Being Restorative.

Restorative Leadership: Effective leaders know that achieving rapid and sustainable success requires a clear understanding of purpose, with an ability to communicate in ways that create a context for improvement, continually connecting the right people with the right conversations, creating dialogue and learning which results in new and better ways to face facts, no matter how challenging.

Leaders within the Council have undertaken a programme of workshops with action learning between sessions which aims to build a collaborative professional forum which explores, validates and challenges existing leadership practices and supports the application of new learning in day to day practice.

Since the implementation of the CSC Programme 182 managers have been developed in restorative leadership 74% of which believed that this development had changed the way they manage staff.

Being Restorative: Compliments the leadership programme and is a framework for enabling workers to model respectful communication rather than doing “to” or “for” to a “working with” perspective. Being Restorative consists of three, three hour modules and since the introduction of the CSC Programme over 400 people within the Council workforce have been developed of which 74% believe that this has supported their practice.

Further information on Restorative Practice can be accessed at www.restorativefoundation.org.uk

Detailed below are some documents which support the Council’s position on Restorative Practice.

1. NELC Restorative Practice Overview:
2. RP Theoretical Perspective
3. Being Restorative Practitioners Handbook: