



Nottinghamshire Children 1st Strengths-based practice framework

The Nottinghamshire Children 1st, strengths-based practice framework brings together the vision and core principles that guide practice; it identifies the theories which are used to help practitioners to understand what is happening in a child and their family's life; and has models of practice to help workers to plan how to consistently intervene and influence change.

Vision:

To work with children and young people, together with families and our partners, to give the consistent support and protection they need to be safe, happy, secure and have opportunities to achieve

Principles:

1. We will put positive outcomes for children and young people at the heart of what we do
2. We will support children and young peoples' emotional wellbeing and listen to what they say makes them happy
3. We will focus on strengths within relationships and celebrate achievements
4. We will promote a reflective learning culture which balances high support and high challenge
5. We will empower the workforce to be creative and drive innovative and evidence based practice
6. We will work effectively with partner agencies to provide coordinated planning and support
7. We will keep children at home with families wherever possible or when needed provide a placement where their needs are met and they feel safe
8. We will recognise and support individual needs, challenge inequality and celebrate diversity and inclusion
9. We will seek to make best use of the resources available to us

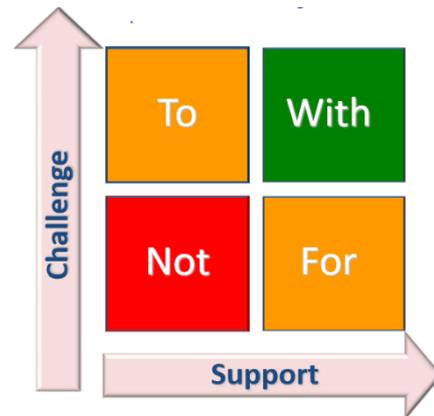
Practice Models:

Nottinghamshire Children 1st - strengths-based practice framework

We will use a strengths-based approach to work with colleagues, partners, and children and their families to assess, plan and manage cases;

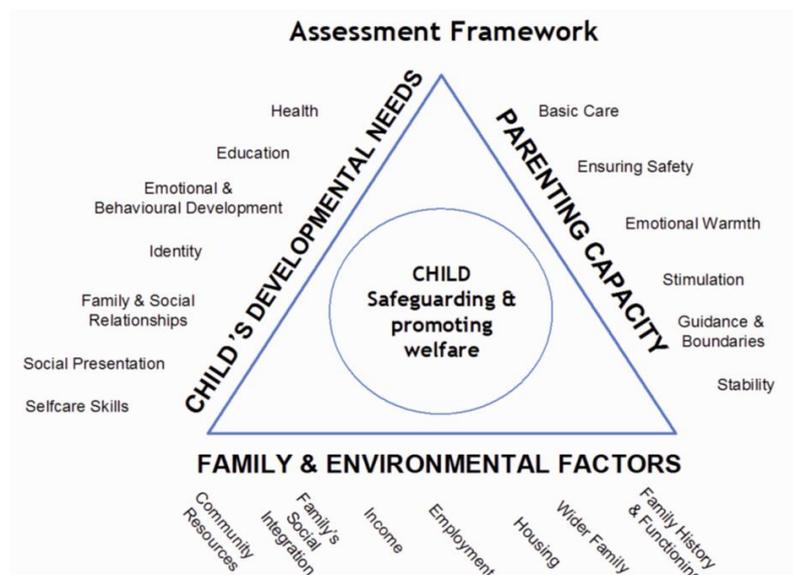
- Identifying the strengths as well as needs and difficulties
- Building relationships
- Hearing the voice of the child and letting that voice have influence
- Focusing on the whole family
- Embrace principles of restorative practice (cultural change) of high challenge and high support moving from a deficit focused and compliance culture towards a restorative model where there is:

- A shared vision
- Collaboration
- Respect
- Power is shared (discussed and challenged)
- Clarity of process / expectations



This framework is compliant with Working Together (2018) which recognises that a good assessment is one which investigates the three domains set out in the Assessment framework:

- the child’s developmental needs, including whether they are suffering or likely to suffer significant harm
- the capacity of parents or carers (resident and non-resident) and any other adults living in the household to respond to those needs
- the impact and influence of wider family and any other adults living in the household as well as community and environmental circumstances



Supporting theories

Following research and consultation these are the theoretical models which are best aligned to the Nottinghamshire Children 1st - strengths-based practice framework.

- Coaching
- Motivational interviewing / Solution focused
- Safeguarding Children Assessment and Analysis Framework (SAAF)
- Attachment and Relationship-based Practice
- Child Development
- Therapeutic Social Work

A detailed training and implementation plan will be developed to support a consistently equipped workforce with this more cohesive and widely understood practice model. This will be designed alongside the existing departmental and corporate learning offer, and be reflected by the workforce development work stream of the Remodelling Practice programme.