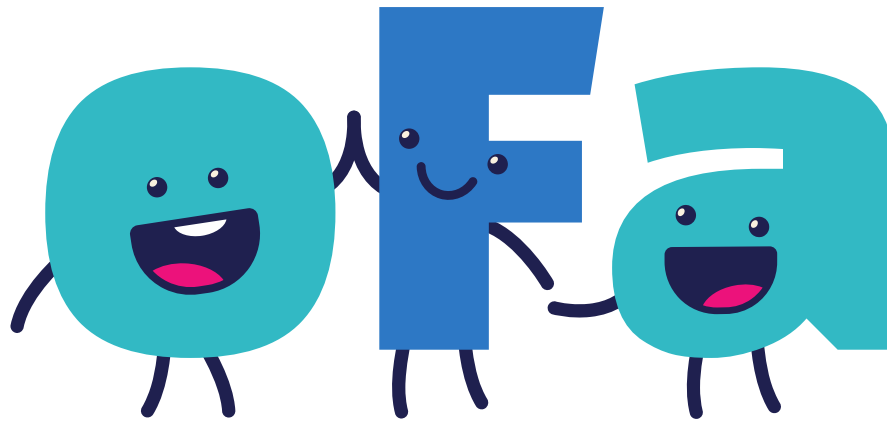

PRACTICE MODEL



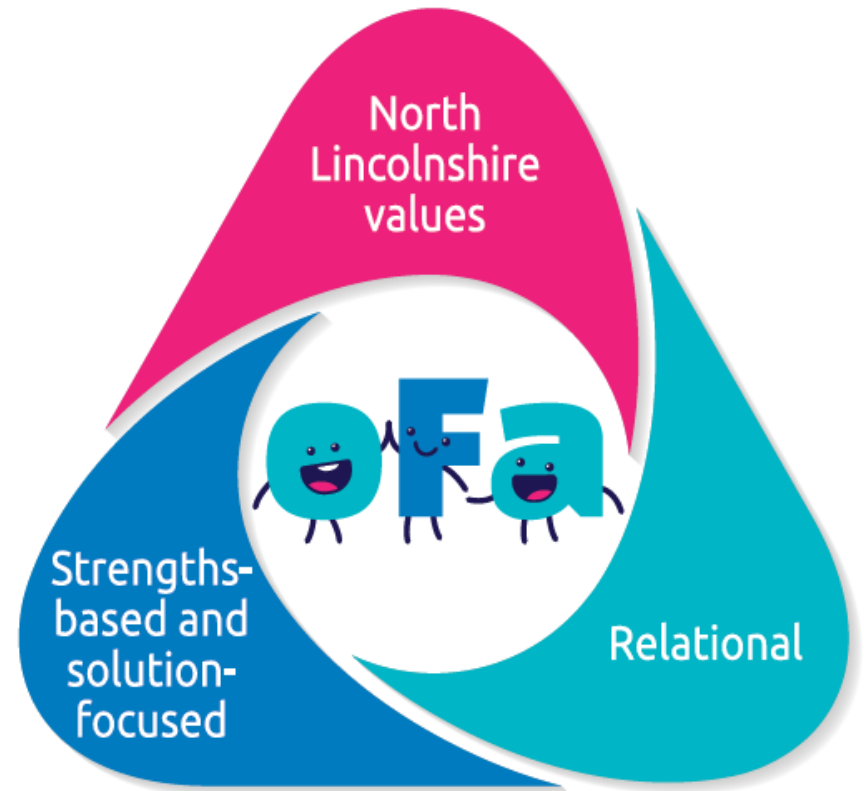
North Lincolnshire One Family Approach

Children in their families, in their schools, in their communities

The **One Family Approach Practice Model** provides the framework for how every professional in North Lincolnshire should work with children, young people, and families.

It is based upon our North Lincolnshire culture, values and beliefs, aiming to help us achieve our ambition – to keep children **in their families, their schools and their communities.**

We do so by building upon strengths, finding solutions in families and communities, building resilience and confidence, and enabling independence.



Practice Model

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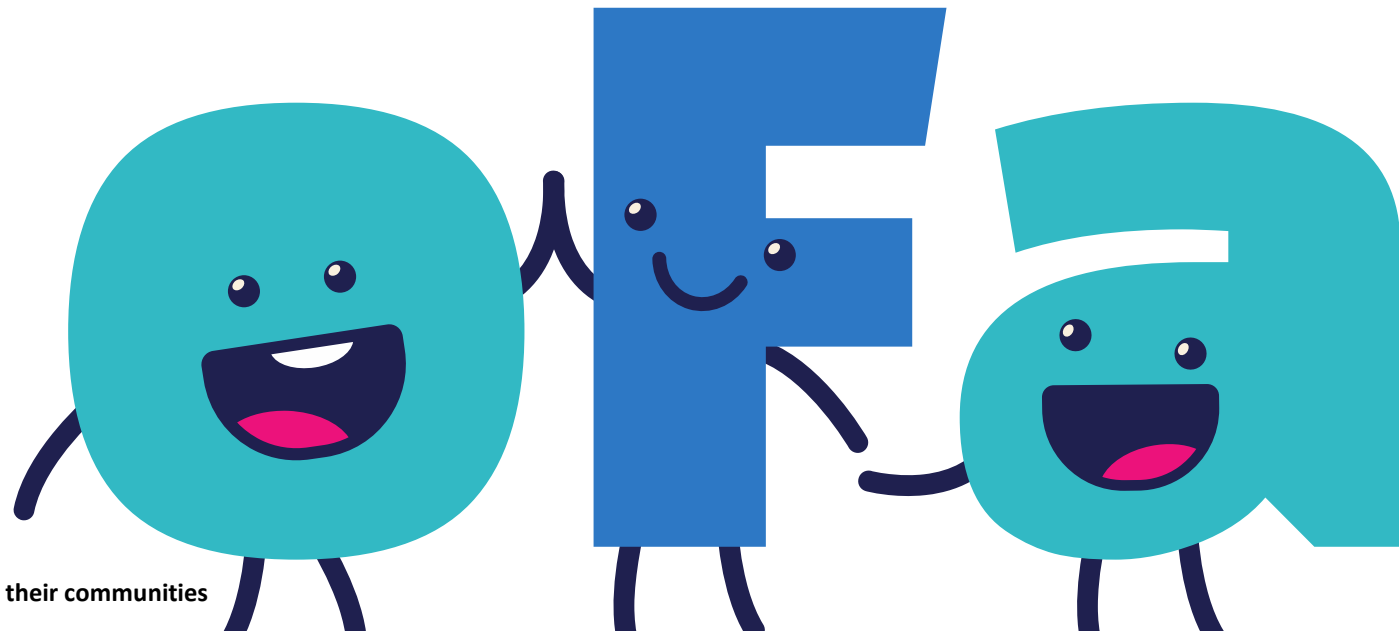
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Children, Young People and Families at the Centre

Taking a One Family Approach means truly placing families at the heart of what we do:

- We seek to **enable and empower** by working restoratively with people, not 'to' or 'for'. This means facilitating family-led planning and decision-making, and recognising parents and carers as partners, not recipients of services
- Through our help and support we aim to **build resilience**, by building confidence and positive networks, and enabling families to identify the tools to help themselves
- When we intervene, agencies in North Lincolnshire help the **whole-family**, acting as lead professional when appropriate to coordinate help to address underlying issues



North Lincolnshire Values

Our One Family Approach is underpinned by four values which drive and unite our practice, behaviour, and decisions:

- **Equality of opportunity** - where all children, young people and families, regardless of need, community, or diversity, have equal access to the same opportunities to achieve their potential and positive outcomes. To achieve this involves working anti-oppressively to challenge disadvantage and adversity
- **Excellence** - where we have high aspirations for children, young people and families and high expectations of each other across the workforce, and support and challenge together as we strive for best practice and best outcomes
- **Integrity** - where we are respectful, honest and accountable in our actions, where behaviours build trust and effective relationships, and we uphold the highest standards including the creative use of resources across the partnership to achieve shared outcomes for children, young people and families
- **Self responsibility** – where confident and autonomous professionals enable and empower others to have choice and control over their lives, to make decisions, have a voice, and to live independently from services in their families and communities

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Strengths-Based and Solution-Focused

Being strengths-based and solution-focused is how we seek to achieve enabling sustainable change that improves the wellbeing of children and young people.

A strengths-based and solution-focused approach encourages positive worker-family relationships, and positive restorative conversations that helps people build confidence for the future based upon 'what is working well'.

Taking a solution-focused mind-set into our work with children, young people and families reflects our beliefs in North Lincolnshire that the answers to challenges and problems are found within families and communities. Effective help and protection is founded upon people being inspired and enabled to resolve and overcome their difficulties, and be more resilient into the future.

Being strengths-based and solution-focused does not mean discounting or minimising risk, it calls for risk to be assessed and responded to in a proportionate and sensible way, so that action aims to increase safety rather than reduce professional anxiety.

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Relational

Being relational reflects the value we give to family and to community, to identity and to attachment, to teamwork and to love. Building, maintaining, and strengthening relationships improves the wellbeing of children and young people.

A relational approach to our work means we take the time to listen, take the time to build rapport, and provide help through trusted relationships. We seek to understand children's and adult's needs and behaviours in the context of their system and experiences (their relationships with family, friends, and their community), adopting a trauma informed mindset.

Working relationally means that we recognise help is often best delivered through the trusted professional. We try to reduce unnecessary referrals to other agencies, and when other skill-sets are needed, these agencies may take a more consultative role, supporting the lead professional and network. We use formulation to help get our analysis right and make sure that help improves outcomes.

Being relational and restorative sees a high priority given to partnership and co-production, allowing families to lead their own plans. When needed, the professional response must be swift and effective, with families supported to change in the child's timescales.

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Information and Resources

Supplementary information and connected tools can be located via www.northlincscmars.co.uk under policies, procedures and guidance



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