

NYCC Partners in Practice (PiP) Programme Newsletter (Edition 4) June 2017

North Yorkshire's Children and Young People's Service was designated as a DfE Partner in Practice (one of eight Local Authorities nationally) in 2016. Through this we will deliver innovation and work towards our ambition to be outstanding. We are also supporting and working alongside other authorities to share best practice and, as a result, develop more sustainable high performance in children's social care across the country.

North Yorkshire's offer to other authorities includes best practice advice and support in a range of areas; from undertaking a whole system diagnostic / tailored review, to providing more specialised reviews and information on our Front Door (our Multi Agency Assessment and Screening Team (MAST)), Looked after Children (LAC) reductions, Strategic Planning Framework and/or Financial Modelling.

A full list of all the areas within the North Yorkshire offer with detailed information can be found at the following website <http://cyps.northyorks.gov.uk>

Following the appointment of Louise Hollick to the Group Manager (Partners in Practice) post in January, Rachel Anderton subsequently joined North Yorkshire at the end of March in the same post, with the same remit of providing crucial additional capacity at Group Manager level. Rachel has given us her thoughts on her first few months at North Yorkshire.



"I've joined North Yorkshire from Leeds City Council, having spent the past five years there, the last three of those managing in the Chapeltown, Harehills and Gipton areas of the city. For those of you of who are familiar with those areas, you'll know that North Yorkshire represents a very different proposition, and provides a whole new set of challenges. Not least the geography, which is pretty mind-blowing for someone with such a poor sense of direction!

I'm not entirely new to North Yorkshire though, having completed my final year social work placement in the Craven team many years ago, followed by a short spell as an agency worker some years later; in what was the Looked After and Leaving Care team at Sharow View in Ripon.

Coming back to North Yorkshire, I'm struck by what I perceive as a very significant and positive change in culture, and in direction. As a designated Partner in Practice authority, North Yorkshire has developed some genuinely exciting and innovative approaches to the work we undertake, and this is clearly to the benefit of the children and families we serve. And for me the most impressive thing about North Yorkshire is that the Senior Leadership Team is not content with being a 'Good' authority, their vision is to continue to improve and innovate, to become an 'Excellent' authority, and to share this journey with other authorities through the PIP work.

It is in support of this ambition that I take up my post, backfilling for managers who are visiting other authorities across the country to support them on their own improvement journey. I'll also be undertaking project work, including taking the lead on embedding a 'managing upwards' approach across the authority, which I'm sure you'll be hearing more about in the coming months."



Our work with other local authorities continues to develop and have a really positive effect on those that we are working with. We have undertaken our first diagnostic this past month with Walsall Council focusing on Looked After Children (LAC), this was a great learning opportunity for those involved undertaking the diagnostic but also for the programme team in preparation. There are further diagnostics now being arranged with Middlesbrough Council, Durham County Council, Walsall Council and Hull City Council to take place during the next few weeks and months. At the diagnostics NYCC Senior Managers spend two days assessing the authority's strengths, areas for development and next steps (recommendations). The work provides advice on how the ambitions of Council could potentially be achieved and provides an objective appraisal of current arrangements, on what further work could potentially be undertaken and what support from us or others may be required. In doing so we anticipate making a real contribution to these local authorities in delivering on their objectives and aspirations and in achieving longer term outcomes.

As well as undertaking diagnostics we are receiving many visits from Councils interested in hearing information and guidance on our areas of best practice. Middlesbrough Council recently attended North Yorkshire to hear information on our MAST development. The information presented ranged from the high level strategic approach to practical delivery and a visit to the team in action. Feedback from the day has been incredibly positive. During the last month a number of North Yorkshire staff attended Durham Council's Strategic Planning Meeting where a presentation was provided on the North Yorkshire journey, it's 'No Wrong Door' implementation and the PiP offer. Feedback following the presentations was incredibly positive and Durham are enthused to work towards their local interpretation of a No Wrong Door implementation which North Yorkshire will be supporting them with.

Interest in our offer of best practice from other local authorities continues to grow – the offer to Wakefield Council has now been developed and we are looking forward to progressing this further.



Our NWD Extension projects continue to develop and take shape with the main activity over the past few months having been recruitment to key posts. We have undertaken an extensive recruitment programme as part of the Care Leavers NWD Extension project. We now have colleagues in key posts within the team and will be hearing from these as they settle into the new roles. We welcome Jonny Hoyle as Assistant Team Manager (Transitions), Nikki Watkinson as Young Persons Opportunity Manager, Specialist Family Group Conference Workers Victoria Steele and Jo Woods, Leaving Care Case Workers (Opportunities) Victoria Steele and Jo Woods and Valarie Mills as the Leaving care Case Worker (Staying Put). We have also started an extensive recruitment programme as part of the SEMH NWD Extension and again will provide more information when this is complete over the next few months.

The recruitment of clinical psychologists through Tees, Esk and Wear Valley (TEWV) NHS Foundation Trust is progressing well. The first round of interviews has taken place with key appointments being made to the Head Clinician and several of the Life Coach positions which is incredibly positive news. A second round of recruitment is underway and we hope that all positions will be filled from this exercise. Likewise the recruitment of the additional Speech and Language Therapists, through Harrogate and District NHS Foundation Trust, is also progressing well with all posts being appointed to during the recent recruitment campaign which is a fantastic outcome. We hope to hear from these colleagues in future editions about their experiences of working in North Yorkshire.



Being one of the country's Partners in Practice we are working alongside the Centre for Social Work, through the Tri-borough, to introduce systemic practice into all parts of our work. This is being enabled through our staff attending a training programme run through the centre for Social Work which is supported by the DfE and Isabelle Trowler.

We have had the opportunity to initially send 20 participants to undertake the Certificate in Systemic Social Work Practice with Children and Families, 9 participants to undertake the Diploma in Systemic Social Work Supervision and Management and 7 participants to undertake the Systemic Leadership

Course. All courses are now underway and feedback has been incredibly positive. The following pieces of feedback have come through to the programme team:

“Only been to one session; however I really enjoyed it, it made me really think about my practice and I like the themes/theories that are being covered.”

“The readings and approach have made me question what MY role is with families and how I can change how I practice to get better outcomes.”

“I think that the first day’s overview of the theoretical underpinning for the work was reassuring as I feel that we are already working in systemic ways. The leadership course will build on this and provide us with more opportunity for embedding different working practices.”

The Programme Team includes:



Judith Hay – Assistant Director Children
and Families - Programme Strategic Lead
01609 533569
Judith.hay@northyorks.gov.uk



Kevin Brown – Programme Manager
01609 532996
Kevin.brown@northyorks.gov.uk



David Gillson – Performance & Intelligence
Officer
01609 532660
David.Gillson@northyorks.gov.uk



Angela Blake – Programme Support
01609 532219
Angela.Blake@northyorks.gov.uk



Jenny Morgan – Programme Support
01609 535300
Jenny.Morgan2@northyorks.gov.uk



Sarah Carter – Programme Support
01609 533694
Sarah.Carter4@northyorks.gov.uk

If you are interested in hearing more please contact us on the details below:

E-mail: NYPartnersinPractice@northyorks.gov.uk or Tel: 01609 533793.