

# Brighton & Hove's vision for children's social work

## RELATIONSHIP-BASED PRACTICE

**Our model of social work** is underpinned by relationship-based practice and the idea that a social worker's relationship with the family is the most powerful tool to facilitate change. Relationships, when they are trusting, empathic and authoritative, can be reparative. We believe that, when social workers feel safe and supported, they can use a range of approaches and interventions, depending on the family's specific circumstances to support change. Relationship-based practice recognises individual's unique circumstances and identity and should address discrimination and oppressive practice. The principles of continuity of relationships and collaborative working fundamental to the Team Around the Relationship also build on the AMBIT model. The approaches identified below are consistent with relationship-based practice and underpin our overall model of practice. They should inform how practitioners support families from the first referral to permanence as well as our training and Continuing Professional Development offer.

### STRENGTHS BASED APPROACHES:

Supporting individuals to recognise the resources they have at their disposal which they can use to counteract difficulties. A commitment to using particular knowledge, skills, theories, and methods that attend to risk but from a strengths based perspective. Including Motivational/Change theory, MI, Solution Focussed approaches, Video Interactive Guidance and Signs of Safety.

**Lead: Michelle Race**

**TOOLS**

**TRAINING**

### SYSTEMIC PRACTICE:

A way of working which emphasises people's relationships as key to understanding their experiences and help to change patterns of thinking and behaviour. Systemic practice also helps professionals to understand their own context, and how our own actions and thinking (individually, and as teams / organisations) can impact on families, both helpfully and unhelpfully.

**Lead: Jim Park**

**TOOLS**

**TRAINING**

### TRAUMA INFORMED PRACTICE:

Five Principles: Safety, Trust, Collaboration, Choice and Empowerment. Understanding the impact of primary, secondary, transgenerational and vicarious trauma and working in a sensitive and relationship based way to support resilience and recovery. If trauma occurs in relationships it is through relationships that recovery is possible.

**Lead: Lianne Smith**

**TOOLS**

**TRAINING**

### ATTACHMENT:

Understanding the impact of early relationships on child development, how attachment strategies develop in different parenting contexts and how this affects behaviours and communication across the life course. Using a range of tools including the Secure Base Model, Parenting with PACE, Dyadic Developmental Psychotherapy, Care Index, and AAls.

**Lead: Rebecca Watts**

**TOOLS**

**TRAINING**

## SKILLS TRAINING

As well as these key approaches, there are core skills for social work practice, for example: assessment, analysis, court skills etc. These core skills are a key part of our training offer and will be added to with specific areas that we wish to focus on at particular times, such as supporting children in need or the Graded Profile for assessing neglect.

## SAFEGUARDING CHILDREN PARTNERSHIP and FURTHER CONTINUING PROFESSIONAL DEVELOPMENT

These courses are also supplemented by the Safeguarding Children Partnership's offer for practitioners across the multi-agency system. We are committed to the ongoing development of workers and our social work practice. There are opportunities to undertake courses at University, attend conferences, or undertake bespoke training in a specific area. In order to access these you will be asked to complete an application form which covers: how does it fit in with the wider strategy, previous training attended, commitment to the LA and a clear plan about how you will share your learning or use your new skills?