

Stockport Family

Summary of Proposals to Accompany the Consultation

Paper for Health Stakeholders

The purpose of this document is to give you an overview of the Stockport Family model. The document also contains the proposed delivery structure. It is important as we continue to develop Stockport Family that we consult with and listen to stakeholders before a finalised proposal is submitted.

If you have any questions in relation to the proposal, you can email questions@stockport.gov.uk and we will attempt to respond to these during the consultation period. We hope that this will support you in submitting an informed response to the proposals.

- **Introduction**

The Stockport Family Approach is one of the 14 business cases submitted as part of the Council's Investing in Stockport Programme and the Foundation Trust's commitment to integrated children's services.

We aim to establish a single, fully integrated Stockport Family Service that provides the highest quality support to all of Stockport's children and families, with integrated responsive support for those who are most vulnerable. This proposal is for whole system change.

Our driving ambitions and priorities are:

- Our children are given the very best start in life by their parents and carers who are supported to optimise their child's development
- Our children/young people enjoy good health and receive effective services as needed in order to optimise independence and the best health outcomes
- Our children/young people are well prepared for adulthood and engage in education, employment and training; contribute to their community and rates of crime and anti-social behaviour reduce
- Our children/ young people live safely and happily within their families – and there are fewer family breakdowns

- **What is Stockport Family?**

Within the current system and practice there are many repeat assessments, thresholds to cross and delay as children move between services. This is inefficient, unpopular with families and can be ineffective. Families' strengths often get lost because of the inability of services to look at the whole family picture and a culture of referring on has developed, which fragments relationships between professionals and families. Over the past few years, as a result of the integration between Health services and Council services through the Integrated Children's Service, we have made significant progress on addressing these issues, with further work to be done building on the improvements already achieved. It focusses on

the family as a whole and will be underpinned by restorative approaches as the practice model with families, communities and other services

- **What is a Restorative Approach?**

All the Stockport Family workforce will utilise restorative approaches when working with families and other services. Traditionally, services and professionals have determined what families need and 'done to' and for families'.

We intend to move to a system where a reduced integrated workforce works with struggling families, offering coaching and development interventions to enable individuals and families to build on their strengths and resources and gain appropriate support from universal services and their community.

- **The Proposed Delivery Model**

The proposal is to have an integrated delivery model based around the four locality areas defined by the Clinical Commissioning Groups (CCG's): Heaton and Tame Valley, Stepping Hill and Victoria, Cheadle and Bramhall and Marple and Werneth. Each locality would comprise of teams including -:

- Health Visitors
- School Nurses
- Midwives
- Social Workers
- Children's Centres/Children and Family Centres
- Stockport Family Workers (proposed new role).

We would be delivering our universal Health offer across Health Visiting and School Nursing as well as continuing to provide specialist, borough wide Health services such as:

- Parenting team
- Infant Parent Service
- Specialist immunisation and continence teams
- Specialist Health visiting services
- Special school nursing teams
- Continuing care and complex LTV nursing teams
- Therapy teams
- The Vulnerable Children's team (Safeguarding children and Looked after children's teams)
- Family Nurse Partnership

Working in conjunction with the Council services will strengthen these teams, especially with the links with Public Health and Social Care providing more integrated working and co-location for our workforce.

In addition to the value added by integration and co-location, we will be developing new joint posts across the service called the “Stockport Family Worker” – this role will see the creation of a shared job description across the Band 4 workforce with the equivalent council roles. All schools within the locality would have a named Stockport Family Worker and there will be a 0-4 workforce concentrating on delivering early years interventions.

The new model would enable the ‘call in’ of more specialist interventions at the right time to address need as it arises in a sequenced, appropriate and effective way.

- **The Proposed Staffing Model**

The Stockport Family structure charts, inserted below are intended to illustrate how we will integrate children’s health professionals with local authority early years, early help, safeguarding, child protection and specialist workers to provide a joined up offer to families in need. There are small changes to the job description and roles of our Nursery Nurses and our team and service managers will have a revised JD to reflect the changing titles and accountability within the new structure.

Throughout the integrated structure there is joint accountability to both Directors within the Council and the FT; the principles agreed in the Integrated Children’s Service model remain in terms of both professional accountability and responsibility, and line management. Health staff may be line managed by a council employee but they will have a professional and employment accountability to the FT.

Stockport Family Teams and Functions Senior Management

The proposal is to delete four Heads of Service posts but retain the LA post of Head of Safeguarding and Learning, in recognition of the need for an arms-length lead on safeguarding.

The new Head of Stockport Family role will report jointly to the Service Director Safeguarding and Prevention in the council and the Director of Child and Family services in the Foundation Trust.

Four new Principal Lead Posts will drive the Stockport Family ambition. The Principal Lead role is key to facilitating the Greater Manchester Combined Authority Transformation Programme. One Principal Lead will manage fostering and adoption services. The three remaining Principal Leads will each lead a locality taking responsibility for the further integration of Stockport Family with Stockport Together. In addition each of these Principal Leads will manage a portfolio of borough wide interventions and strategic leads.

Health Teams

There is no proposed reduction in the Health Visiting, School Nursing or Midwifery workforces as a result of this consultation.

There is a proposal to integrate the role of Nursery Nurse in Health Visiting with a comparable role in the early year’s council team; there are no job losses as a result of this within the health teams.

Within the borough wide teams there are no changes to line management or workforce – these teams will continue to function under their current clear line management.

There are some changes proposed to the number and roles of the practice teachers in both school nursing and health visiting – some of these proposals reflect the decrease in the number of student HV's as the Call to Action ends, and also reflects the need to provide leadership in learning and development of our teams.

The structure (attached) demonstrates that there is clear Health Leadership built into this model with an emphasis on integration at the Locality and Team Manager level to ensure that teams are working together and not continuing in silos; the principles of ICS remain and with the incorporation of social care and the integrated disability partnership plus the move to co-locate our teams from this winter, we anticipate delivering a high quality and responsive service for all of our children and families.

Social Care

The functions of the Integrated Children's Service social workers would be incorporated into locality social work teams. The functions of the Children's Disability Partnership would be maintained and delivered through the proposed locality model. It is proposed that in the next 12 months we will work towards absorbing the functions of the children's disability social work team into the wider social care teams. Each school would have a named social worker.

Services for Young People

The proposed model would continue to deliver the current Services for Young People statutory duties. Elements of the current enhanced offer would cease i.e.:-

- Information, Advice and Guidance involvement in events put on by other services or schools would be reduced or no longer available unless purchased.
- Providing Careers Information Advice and Guidance to Special Educational Needs young people educated in Stockport who are resident elsewhere. This will revert back to the resident authority.

Stockport Family Worker

The Stockport Family Service would crucially work closely with the universal services at the centre of localities and communities. Each school will have a named Stockport Family Worker. Schools, health visitors, school nurses, and social workers would be supported in the four localities by a proposed Stockport Family Worker linked both to locality teams and to schools.

We would reduce the number of staff roles that deliver 'family support' activities across a range of service areas, with the view to creating new teams of Stockport Family Workers.

We would establish, through training and supervision, a professional attitude, core competencies and a common language across services that embeds our collective ambition for children and families in Stockport. The proposed Stockport Family Workers would have skills in engagement and persistence and be trained in solution focused work, motivational interviewing and key working.

Stockport Family Workers would be deployed as follows:

Stockport Family Worker (Early Years) - The aim is to establish a common job description used across the Stockport NHS Foundation Trust and Stockport Council, these roles would support the delivery of the Healthy Child Programme 0-5 years and the targeted intervention programmes in Children's Centres.

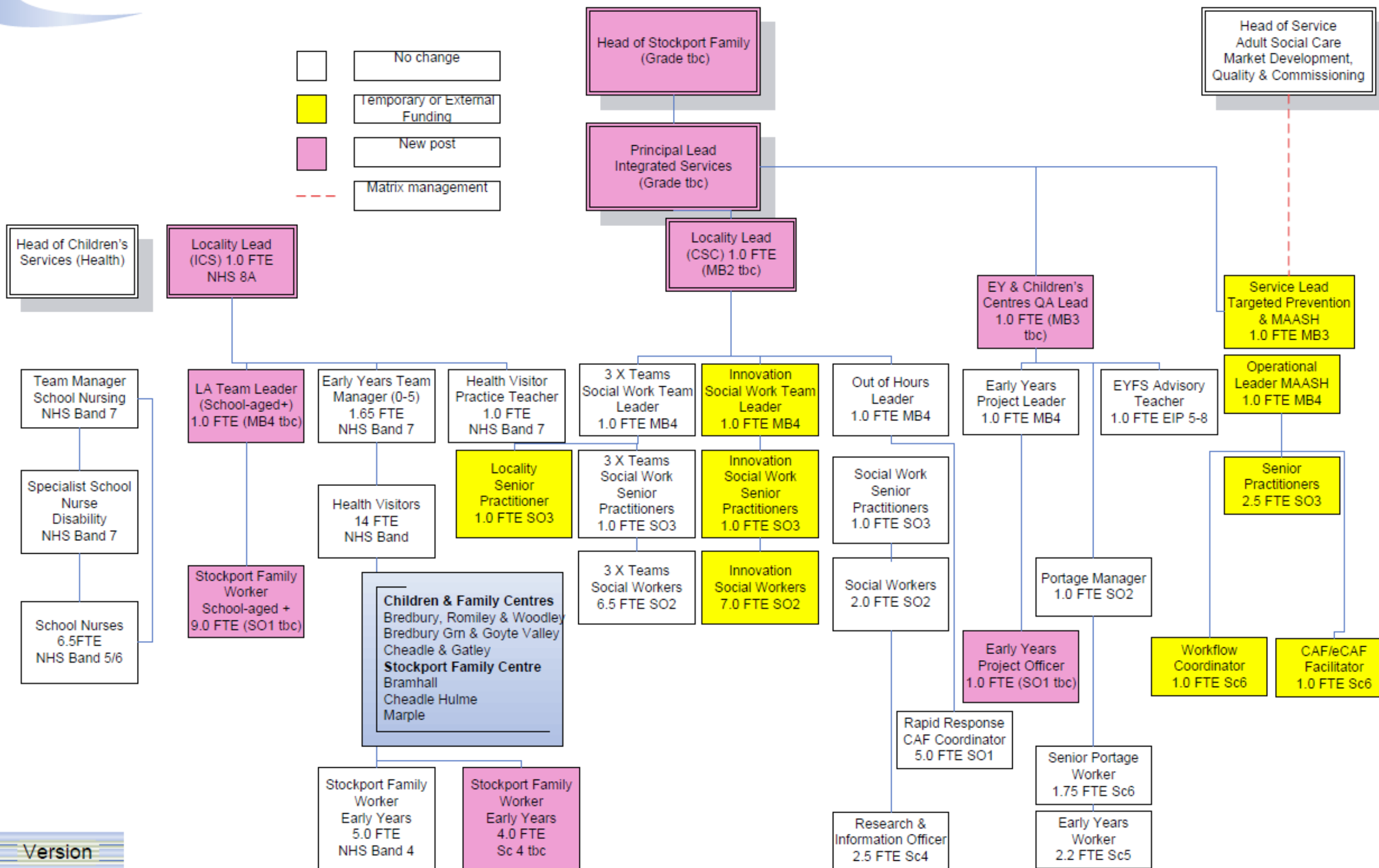
Stockport Family Worker (school age plus) - This role will have a school and higher education focus, working closely with the link social worker, school nurse, health visitors and other school based and locality services to offer and support assessment and a range of interventions underpinned by restorative approaches with children and young people (0-25 years) and families in order to improve family functioning and resilience.

Young People's Education and Careers Advice Worker - This role would ensure all of the statutory functions currently managed by Services for Young People are maintained.

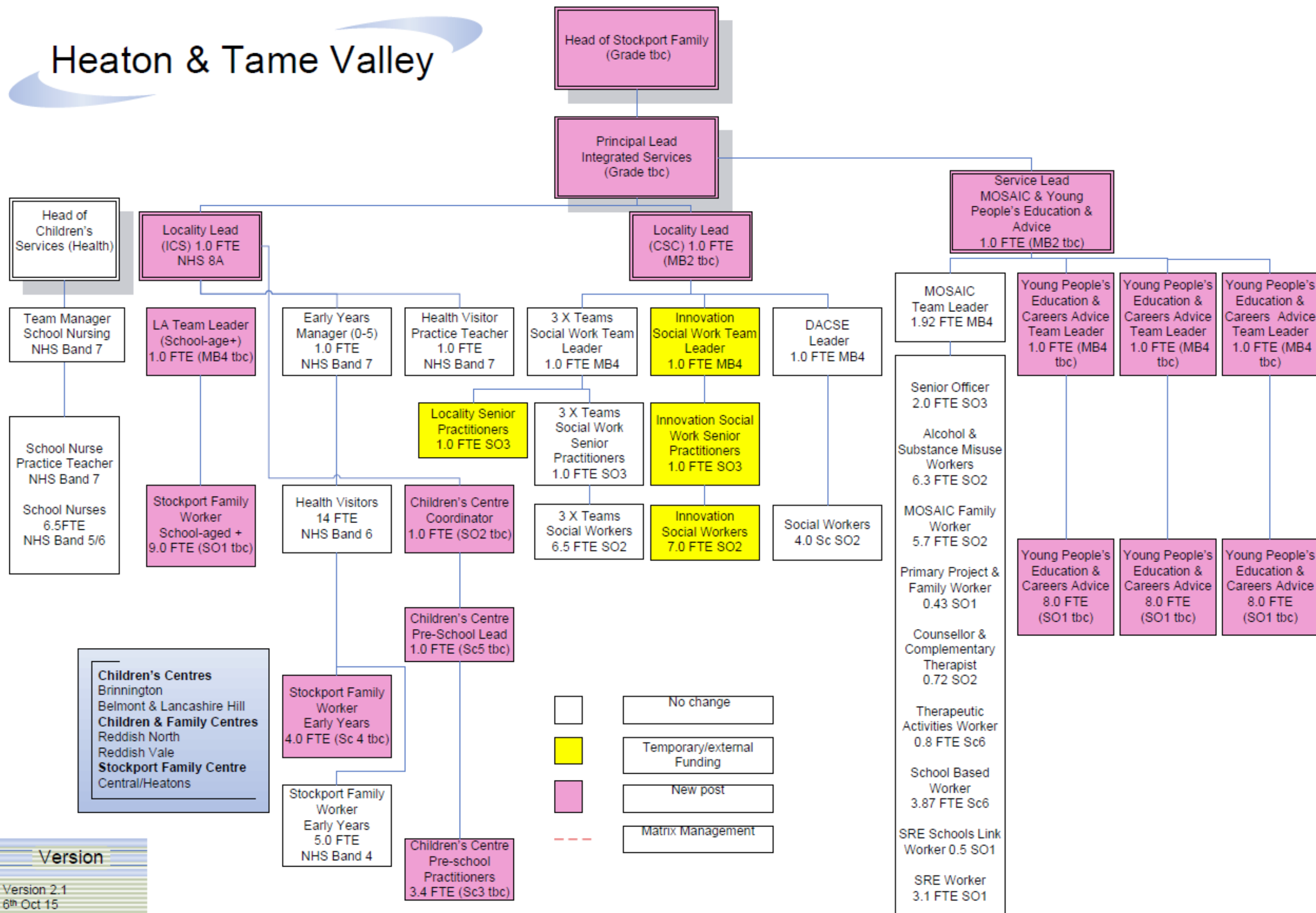
APPENDICES

- 1. LEADERSHIP STRUCTURE**
- 2. HEATON AND TAME VALLY STRUCTURE**
- 3. STEPPING HILL AND VICTORIA STRUCTURE**
- 4. CHEADLE, BRAMHALL, MARPLE AND WERNETH STRUCTURE**
- 5. FOSTERING AND ADOPTION STRUCTURE**
- 6. SAFEGUARDING AND LEARNING STRUCTURE**
- 7. HEALTH BOROUGH WIDE STRUCTURE**

Cheadle, Bramhall, Marple & Werneth



Heaton & Tame Valley

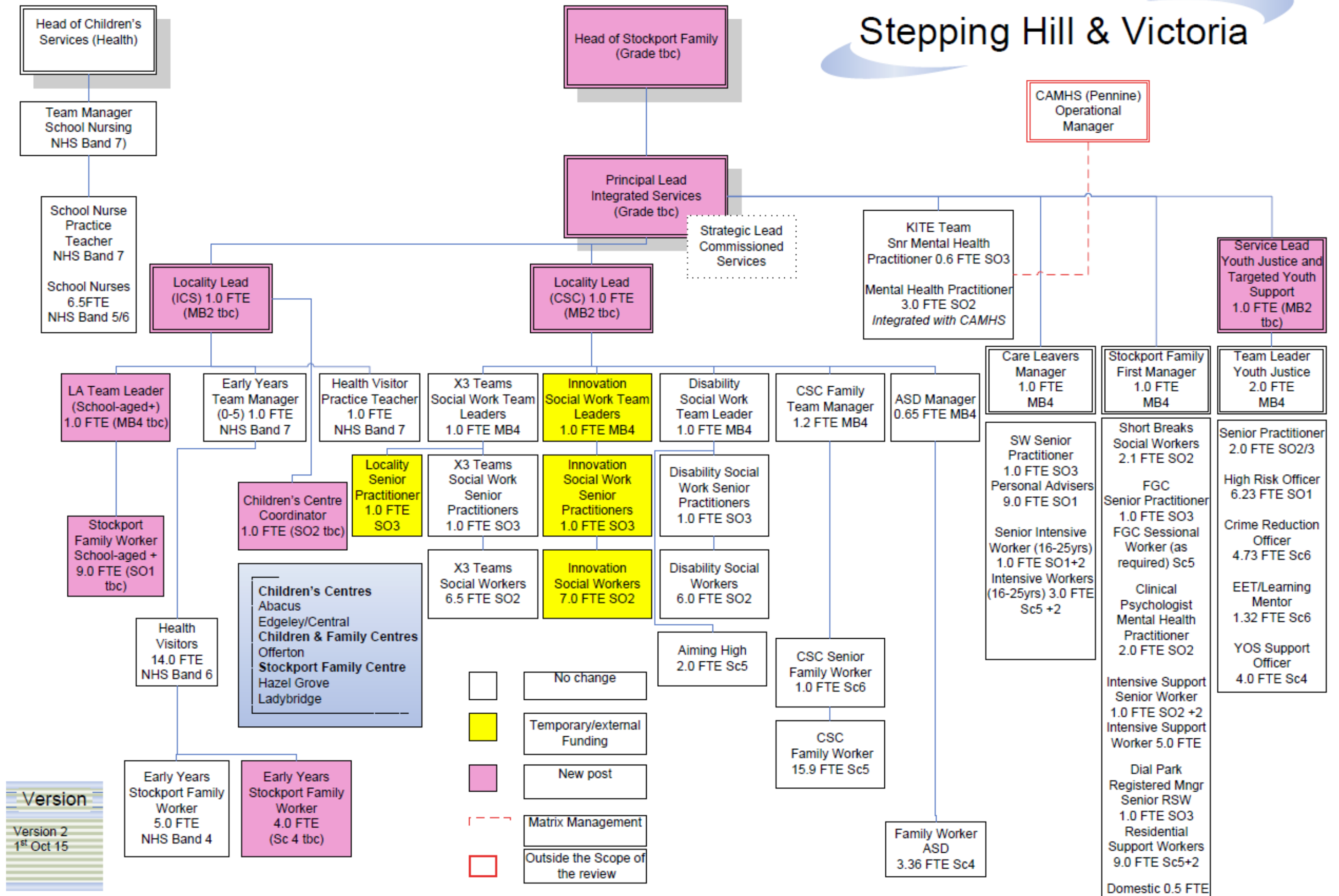


Version
Version 2.1
6th Oct 15

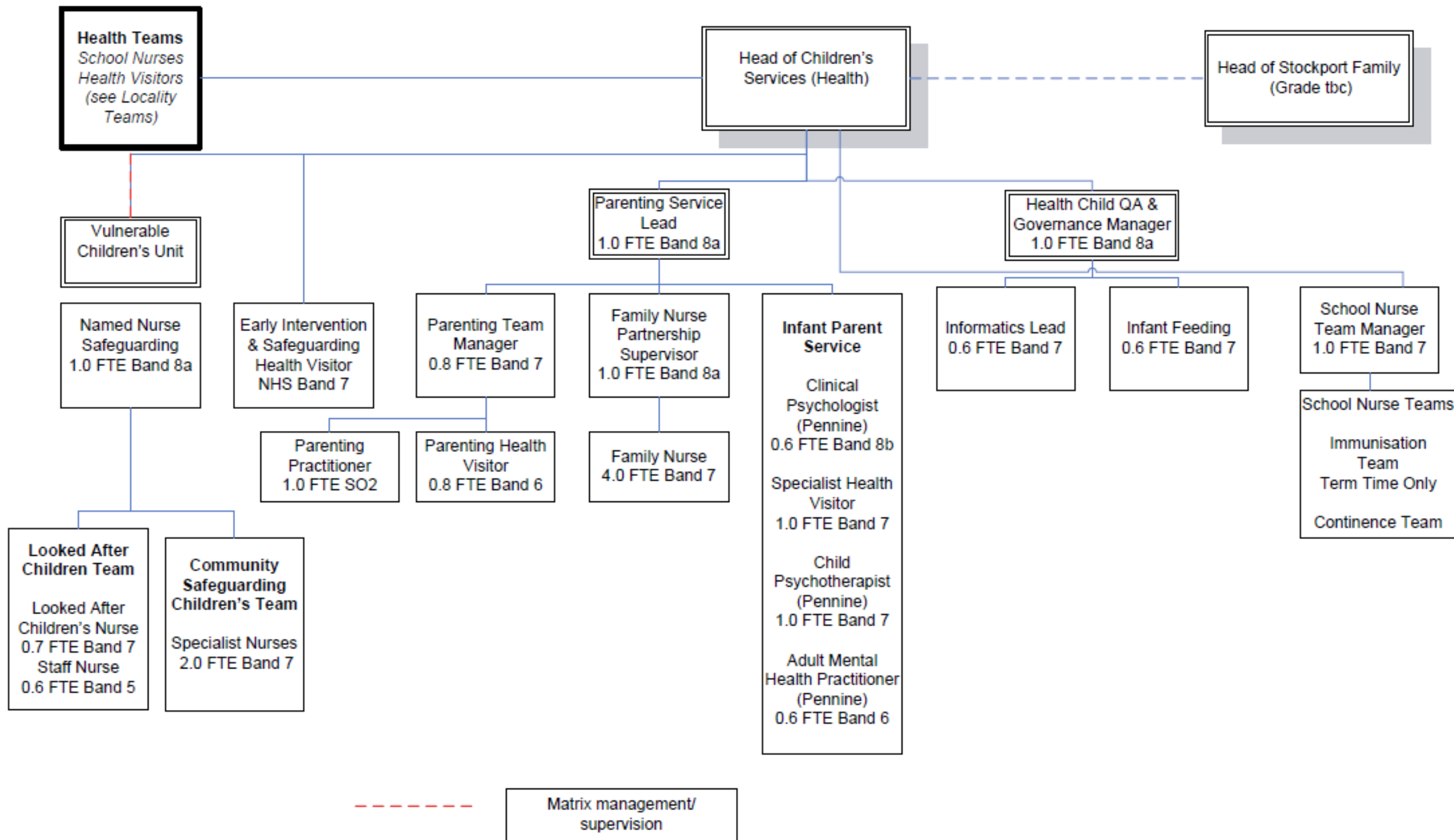
Children's Centres
Brinnington
Belmont & Lancashire Hill
Children & Family Centres
Reddish North
Reddish Vale
Stockport Family Centre
Central/Heaton

- No change
- Temporary/external Funding
- New post
- Matrix Management

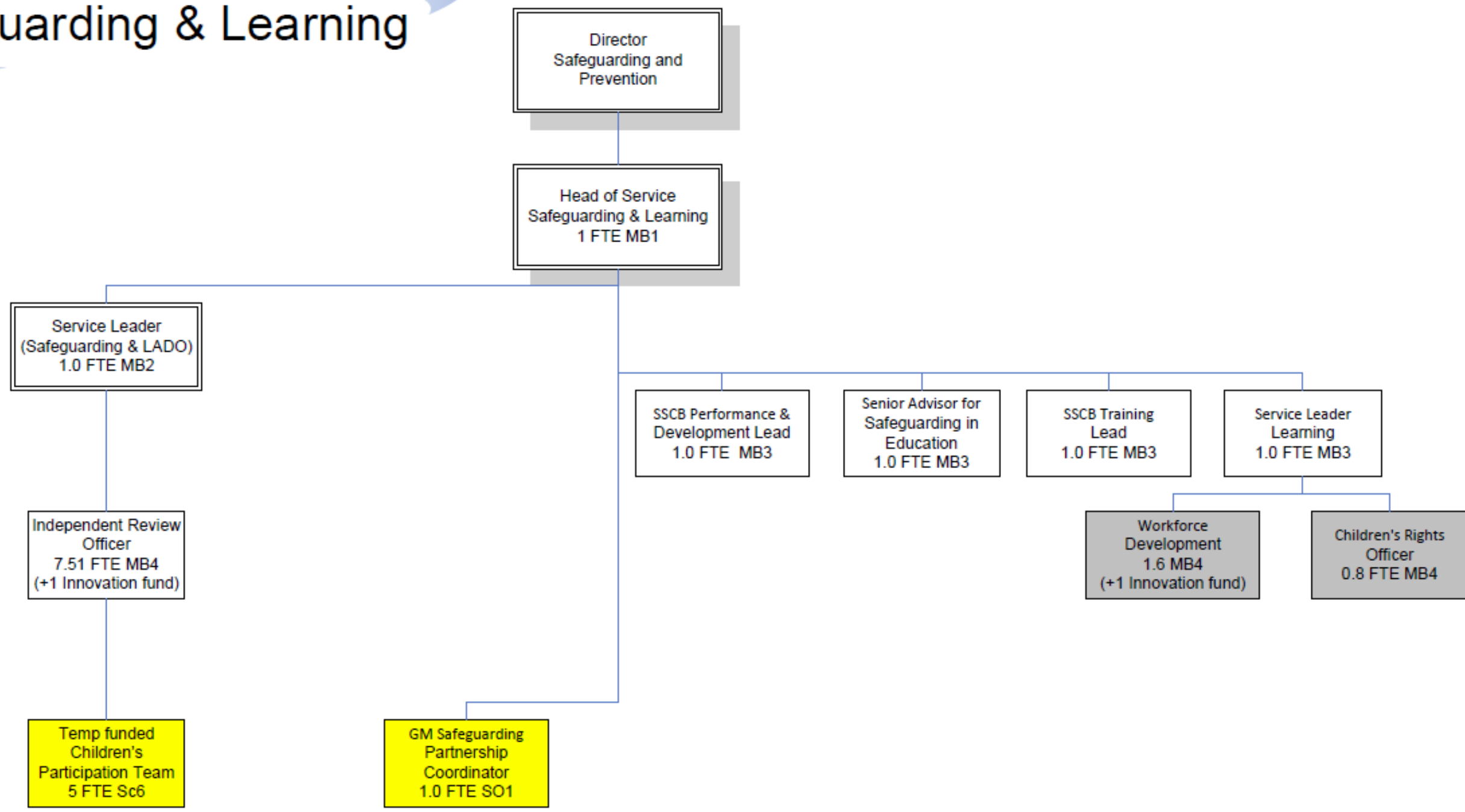
Stepping Hill & Victoria



Health Borough-wide



Safeguarding & Learning



Version
Version 3
15th Sept

- Reduction
- No change
- Temporary/external Funding