



# OneChildren'sWorkforce

The Children and Young People's Workforce Newsletter

February 2012

## A message from Pat Reynolds, Director of Children's Services

Welcome to this edition of the *One Children's Workforce Newsletter*.

Dear Partners

The focus of this addition of the Newsletter is Early Intervention and Early Help. Evidence tells us that tackling problems early prevents them from escalating, leads to better outcomes for children, and is a more efficient use of resources. Please help in the development of our Early Intervention Strategy by reading the draft and responding to the consultation. As with previous editions of this Newsletter there are case studies to exemplify the Common Core of Skills and Knowledge that the Children's Workforce needs. The theme of the case studies in this edition is early intervention with examples from the Youth Service, Children's Centres, the Children's Trust and including the Early Intervention Service itself. There is also a 'frequently asked questions' item on early intervention and the use of the Common Assessment Framework (CAF).

The Newsletter includes some more information on how we are using evidence informed practice in social work as part of our development of new ways of working following the Munro Report. There is an update from our partners the Redbridge Children and Young People's Network.

I am pleased to share with you the news from the Local Children's Safeguarding Board that Dr Deborah Absalom has been appointed as the new Independent Chair. Deborah has an extensive and varied background in Children's Services. Until April 2011, Deborah was Director of Children's Services in the London Borough of Bexley where she chaired its Safeguarding Board for five years. Deborah has represented Directors of Children's Services on safeguarding issues, particularly with the Department of Health. Her professional background is as a teacher and former Director of Education but Deborah's broad interests in children and families now include chairing an expert Ministerial Advisory group on the future shape of family support services. We warmly welcome Deborah to Redbridge.

If you have any comments on the Newsletter or any good news stories about the workforce in Redbridge, please send these to Lesley Perry, Workforce Development Manager, so that we can continue to share good practice across the partnership.

The next edition of the Newsletter will provide news on our planned 'Information Day' to be held later in the year, which will help to build on our partnership of services to children and young people across the Borough.

With best wishes for another fruitful year working together in Redbridge.

**Pat Reynolds**

## Development of the Early Intervention Strategy

The Children's Trust Partnership Board agreed in May 2011 to develop an *Early Intervention Strategy* to further improve the delivery of services and increase the well-being of children in Redbridge. The Strategy will bring together work across the borough to improve the integration and co-ordination of activities and improve the wellbeing of our children.

A Steering Group was established to take forward the development of this Strategy with time-limited working groups to identify gaps in current service provision and propose concrete actions that can be taken to bring about improvement. The groups are: early years; youth; Special Educational Needs and Disabilities; and high risk families. A stakeholder event was held in October 2011 to help shape the strategy.

The Early Intervention Strategy will build on other strategies and plans: Children and Young People's Plan; the Children's Service Workforce Development Strategy and plan; and Child Poverty Strategy and plan.

The draft Strategy has now been sent to partners for consultation, with a closing date of 9 April 2012. The final version of the Strategy will then be presented to the Council's Cabinet for approval.



Each work group is now producing an Action Plan linked to the Children and Young People's Plan.

***If you would like a copy of the draft document, please contact Sarah Graham on 0208 708 2994 or [sarah.graham@redbridge.gov.uk](mailto:sarah.graham@redbridge.gov.uk)***

## COMMON CORE OF SKILLS AND KNOWLEDGE

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CORE COMPETENCY - Effective communication and engagement with children, young people and families:

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### Case Study: Incredible Years Parenting Programme for 3-6 year olds

A couple were referred to the Parenting Programme by their child's school Parent Support Advisor (PSA). They were working parents, in busy jobs as managers, and were struggling with their child's behaviour. They were finding it hard to reason with their child and felt unable to manage what they described as intolerable behaviour. For example, in school she would throw tantrums if she could not have her own way.

After successfully completing the 11 week parenting programme, the parents stated that the course had exceeded their expectations, and that they had learnt far more than they had hoped to.

They reported that their relationships with both their children had greatly improved, as had the behaviour of the child previously causing difficulties. They also reported that there was a notable improvement in the siblings' relationships with each other. After the course, they now find themselves spending more time with their children; they apply their learning of ignoring unwanted behaviour and praising good behaviour and they are able to apply appropriate consequences. The school's PSA also noted a marked improvement in the child's behaviour in school which is a great outcome!

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## CORE COMPETENCY - Child and Young Person Development:

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### Case Study: Early Intervention

#### Introduction

The Hainault Children's Centre is a 'one-stop shop' for families with children under five, providing access to family health care advice and guidance about bringing up children, early education and childcare in the Hainault area. The Children's Centre also has links to career and employment services to support parents who want to return to work or find training opportunities.

#### A Parent's Story

- A parent referred herself to the Centre to access one of the play and learn sessions with her child 'Elizabeth' (child's name has been changed for the purpose of the case study). The parent hoped to develop her child's social skills through attending the sessions as 'Elizabeth' is diagnosed with a disability.
- Through engagement with the Centre staff, mum disclosed she was feeling isolated and had a limited support network as her family lived in another country, and she was no longer in touch with 'Elizabeth's' father. She was assigned a Development Officer to work with her, who supported her attendance at sessions at the Centre to enable learning for herself and her child.
- When the sessions ended, the Development Officer supported her to apply for two year old funding for 'Elizabeth' to attend a nursery.

#### Outcomes

1. The application for funding was successful and a nursery place found where 'Elizabeth' attends for 15 hours a week.
2. 'Elizabeth' is thriving and doing well at the nursery. She has a dedicated key worker there who supports her with her learning and development throughout the week.
3. Mum provided feedback to the Centre and said she feels more confident and has made friends within the group she attended and is looking to do more positive things with her life.

For more information about Hainault Children's Centre:

**Telephone:** 020 8708 9374

**Email:** [hainaultcc@redbridge.gov.uk](mailto:hainaultcc@redbridge.gov.uk)

**Web:** <http://find.redbridge.gov.uk/hainaultcc>

**Address:** Hainault Children's Centre, 114 Huntsman Road, Hainault, Essex, IG6 3SY

For information about other Children's Centres across Redbridge, please call Families Information Direct (FiND) on 0800 587 7500.

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## CORE COMPETENCY - Safeguarding and promoting the welfare of the child or young person:

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### Redbridge Children & Young People's Network: Safe Network Standards Training



The Redbridge Children & Young People's Network (RCYPN) recently held its first training course for groups working with children and young people since becoming an independent charity. The interest received from organisations for the 'Core Safeguarding Standards & Guidance' training held in October far exceeded expectations, with the session being oversubscribed.

The attendees were from a wide range of groups working with different communities in Redbridge and included: Barnardo's; Somali Welfare Trust; Haven House Hospice; Redbridge Chess Club; Liberty Community Centre, Ashurst Drive Baptist Church; Chinese Development Project and Redbridge Forum.

The facilitator Sharon Long, Regional Manager from Children England, gave information about the Safe Network (Safe Activities for Everyone). She explained that the Safe Network is a partnership between Children England and the NSPCC and gives information, advice and guidance to the voluntary and community sectors on keeping children and young people safe. Some of the topics they cover include child protection, safer recruitment, anti-bullying and reducing avoidable accidents.

Evaluation forms completed by all attendees highlighted how needed and enjoyable the training had been. At the end of the session, all participants received a 'Certificate of Attendance' and useful resources to take back to their organisations.

### **Local Safeguarding Children Board (LSCB) Safeguarding Training**

LSCB training, which focuses on safeguarding and child welfare, is available to all organisations within Redbridge who work with children and young people and is free for not for profit organisations (a charge of £100 is payable per candidate from profit making organisations). It provides multi-agency training designed to complement training already available within individual agencies. There is availability on the following courses, due to run in the next few months:



#### **17 May 2012: Safeguarding Children in a Digital World (including Cyberbullying)**

The cyber world opens up immense opportunities for children and young people. It is integral to modern day youth culture. It also, however, carries many threats. Setting the course in the context of the Byron Review, Safer Children in a Digital World, this course aims to equip staff with an understanding of what the risks are and how to prevent, recognise and respond to them.

#### **30 May 2012: Integrated Working**

To equip staff with a greater awareness of the context of, and skills required for, integrated working, information sharing and the role of the lead professional. Particular attention will be paid to the legal and policy requirements for integrated working including Working Together 2010, Children Act 2004, Every Child Matters and Care Matters, and well as Caldicott Principles and Acts on Data Protection, Human Rights, Freedom of Information and Access to Records.

#### **13 June 2012 or 03 July 2012: Safeguarding & Early Intervention**

The course will provide participants with an understanding of the current Safeguarding Landscape in England and Wales, implications and implementation of the Munro Report, early intervention models in practice and challenges to early provision in times of financial restraint.

#### **20 June 2012: Communicating with Children & Young People in the Safeguarding Process**

The aim of this course is to raise awareness of the legal and procedural requirements; to increase skills in enabling children and young people to talk about abuse; and to assist practitioners to involve children and young people in the safeguarding process.

#### **25 June 2012: Impact of Parental Learning & Physical Disabilities on Safeguarding Children & Young People**

This course is designed to raise awareness of how physical and mental disabilities can impact on parenting capacity and how to develop effective intervention skills to reduce risk and harm to children and young people.

#### **11 July 2012 or 13 July 2012: Using Early Intervention Assessment Tools**

This course will provide participants with an understanding of signs of safety, CAF as an assessment tool, brief therapy interventions, challenges of early intervention in multi agency work, and evaluation of early intervention.

For more information about the courses available throughout the year, or to access the online booking form, visit:

[http://www.redbridge.gov.uk/cms/benefits\\_care\\_and\\_health/children\\_and\\_families/protecting\\_and\\_safeguarding/safeguarding\\_children\\_board/lscb\\_training/lscb\\_training\\_online\\_form.aspx](http://www.redbridge.gov.uk/cms/benefits_care_and_health/children_and_families/protecting_and_safeguarding/safeguarding_children_board/lscb_training/lscb_training_online_form.aspx)

Redbridge LSCB produces a Newsletter, which can be found at:

[Publications, policies and procedures](#)

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## CORE COMPETENCY - Supporting transitions:

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### Case Study – Youth Inclusion Support Panel

'Amanda' (15) was at risk of exclusion from her school, hanging around the streets in the evenings and drinking alcohol heavily. Her relationship with her family was very poor and she was unhappy. Her parents believe that she was stealing from them to pay for alcohol.

The Youth Intervention Support Worker (YISP) worker worked with the Connexions Service, the school and 'Amanda' to develop an education package that would suit her needs. The YISP worker helped 'Amanda' to identify her positive attributes in order to raise her self-esteem, and to access counselling and anger management. 'Amanda's' parents attended a parenting group where they learned a number of ways of dealing with her behaviour. 'Amanda' was referred to the Young People's Substance Misuse team.

#### The Future for 'Amanda':

- 'Amanda' now has a much more positive relationship with her parents and her sibling. She is fully engaged in her education programme and as a result of her increased self-esteem she has reduced her alcohol consumption and is using her time more constructively in the evenings. Her parents have noticed a positive change in her outlook and an improvement in the relationships at home.
- 'Amanda's' parents noticed that she was calmer at home and had better relationships with her sister and the rest of her family. They praised the YISP worker who had supported 'Amanda'. 'Amanda' said she felt that the YISP interventions had helped her stop getting into as much trouble at school and forge better relationships at home. She was also drinking less and felt stronger in her relationships with friends and boyfriends.

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## CORE COMPETENCY - Multi-agency and integrated working:

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### Early Intervention in Redbridge

It is an exciting time for early intervention (EI) in Redbridge: we have the Early Intervention Strategy out for consultation (see article in this newsletter for information regarding getting involved with this); the evolution of the Early Intervention and Family Support Service with significant recent investment; the development of the Youth Service's early intervention approach and the ongoing work of the recently re-named Youth Offending and Targeted Prevention Service, which includes the work of the Youth Inclusion Support Panel and Redbridge Youth Crime Family Intervention Project, plus many other work strands across the Borough with a focus on EI.

In this edition of the newsletter, we have selected three services to provide an overview of and have also developed a frequently asked questions section for easy access to information. In addition, we have included some case studies to demonstrate the positive outcomes that can be achieved through EI with children, young people and their families.

### **Early Intervention and Family Support Service (EI&FS)**

The EI & FS Service provides early intervention and family support across the range of need: we provide time-limited interventions with families requiring additional targeted support in order to promote children and young people's positive outcomes.

The service has grown significantly over recent months and now comprises a team of group work staff providing evidence based parenting programmes and a team of family support workers and an early intervention social worker who provide time-limited early intervention and family support to children and families with additional needs. We also have two parenting practitioners who are senior social workers and conduct intensive parenting programmes in the homes of families with the most complex needs, and who may be on the verge of court intervention regarding the care of their children.

Additionally, we have recently recruited to four new CAF Co-ordinator posts which means we will have a team of five CAF Co-ordinators dedicated to embedding the CAF processes across the Borough.

### **Youth Service Early Intervention Approach**

The Youth Service provides open access provision and positive activities for young people (13-19) to develop their social and personal skills. Although young people attend the provision voluntarily, the Service acknowledges the fact that there are barriers for some young people to attend, in particular the most vulnerable young people, and they need further encouragement to engage.

As part of the early intervention strategy, the Youth Service works with young people referred from agencies, panels, forums, and the Children's Trust as well as through the CAF mechanisms. We will allocate the referral to the appropriate youth worker with the aim of supporting them to access positive activities as part of the overall support package available. Through this voluntary engagement, we will support the young person to develop the appropriate skills over a period of time and become less dependent on specialist services.

For example, young people will be supported to participate in outdoor pursuits by the Duke of Edinburgh's team or by the local youth centre staff in an accredited course of physical education. The Early Intervention Key Workers will also work with the young people, if they require intensive support, to participate in their interested activities.

### **Redbridge Youth Offending and Targeted Prevention Service (YOTPS)**

The role of the YOTPS is to intervene early to work with children and young people at risk of offending and work with those who have already offended to stop them re-offending.

**Youth Inclusion Support Panel (YISP)** works with young people aged between 8 and 17 years and their parents/carers. Prevention workers will provide interventions to young people on a one-to-one basis, offering a multi-agency approach to crime prevention.

Its aim is to reduce the risk factors associated with crime and/ or anti- social behaviour, so young people avoid being drawn into the youth justice system. We offer support with difficulties at school and at home including: peer pressure; status frustration; behavioural difficulties; family relationships etc.

Prevention workers use a 'strengths based model' which looks at: problem solving; self-esteem; offence focused work; restorative conferencing; positive activities; parent education and support; substance misuse etc.

**Redbridge Youth Crime Family Intervention Project (FIP)** targets families with children who are at risk of offending due to domestic violence, family breakdown, substance misuse and persistent disengagement from education.

The FIP provides intensive support and guidance to vulnerable families who have multiple needs, significant levels of dysfunction, and offending. The FIP works closely with criminal justice partners and a range of other agencies to tackle the problems faced by the families to enable them to reduce their offending, and its impact on the family and wider community.

The project specialises in tackling antisocial behaviour and first time entrants in the criminal justice system by identifying the root causes of problems. It then helps family members improve their behaviour. Support is intensive and long-term, and work is carried out in partnership with other agencies working with the family using a formal support planning process.

### **Frequently Asked Questions (FAQs): Common Assessment Framework (CAF)**

#### **What is the CAF?**

- 'CAF' is often used as a shorthand reference to the process and activity of common assessments, but actually refers to a number of inter-connected components of which assessment is just one. The CAF comprises a standardised assessment tool and action plan, with arrangements for a lead professional to coordinate a multi-agency package of support to the child, young person and their families delivered by a team around the child (TAC).

#### **Why do we need CAFs?**

- There are several important reasons, most critically:
  - To give all practitioners working with children and young people a holistic tool for identifying a child's needs before they reach crisis point and a shared language for discussing and addressing them.
  - To ensure needs do not become overlooked and to reduce the number of assessments children and their families undergo.
  - To provide a common structure to record information in order to facilitate information sharing between practitioners and agencies.
  - To provide an overview of needs to support negotiating engagement with other practitioners, to reduce unnecessary referrals and to enable specialist resources to focus their resources where they are most needed.

#### **Which children and young people should have a CAF completed?**

- The majority of children and young people will not require a CAF. The CAF is for children and young people with additional needs, who would benefit from the involvement of more than one service. These are the children and young people who require extra support to help them achieve the *Every Child Matters* outcomes:
  - Being healthy
  - Staying safe
  - Enjoying and achieving
  - Making a positive contribution
  - Achieving economic well-being

### **Should I contact someone before starting a CAF?**

- Yes. We ask that before starting a CAF you check with one of our CAF Co-ordinators to establish whether a CAF has already been completed with the family. If there is already a CAF in place, the CAF Co-ordinator will be able to give you the details of the Lead Professional involved with the family so you can make contact and share your concerns.

Contact details:

Email: [CAFadmin@redbridge.gov.uk](mailto:CAFadmin@redbridge.gov.uk)

Telephone: 0208 708 3150

### **Who undertakes common assessments?**

- Any professional supporting a child or young person could potentially complete a CAF. In most cases, it is the professional that identifies a child's additional needs who will commence this process, after checking that a CAF is not already in existence.

The CAF should be completed with the child or young person and their family as appropriate. Other agencies already offering services to the child and their family should also be contacted to ensure the assessment is as holistic as possible.

N.B. Professionals providing statutory services, such as social workers, would not undertake CAFs with families as they would assess need using their statutory framework.

### **Can services be provided prior to completing a CAF?**

- Yes. It is essential that services are provided as quickly as possible to assist children and their families and these should not be delayed if the need for them is clear prior to or during the common assessment.

### **What happens if the parents don't consent to a CAF?**

- A CAF assessment must always be consensual. Without consent a CAF should not be undertaken, however it is important that the lack of consent is recorded.

Some families may require reassurance regarding CAF processes prior to giving consent to the assessment, so it is important that professionals seek to work in partnership with parents where they have a concern that the child or young person may have additional needs requiring a targeted multi-agency response in order to meet their outcomes.

N.B If the child is or becomes at risk of harm or neglect, child protection procedures should be followed.

### **Should a CAF be completed if it is believed a child is at risk of being neglected or abused?**

- No. If a child is believed to be at risk of harm, local safeguarding procedures should be followed.

### **What's happening with eCAF?**

- The development of a national eCAF has been decommissioned by the Government in recent weeks. There are still a number of local and regional options being explored; however it is unlikely that a solution will be available until at least autumn of 2012.

Meanwhile, we will continue to apply CAF processes in order to improve outcomes for children and young people with additional needs.

### **Early Intervention and Family Support Service (EI & FS)**

#### **What services does the EI & FS service deliver?**

- Short term early intervention support to children, young people and their families to help them resolve immediate issues impacting upon them, and to ensure they access their full universal service entitlement.

- Family support to families requiring professional support and guidance in order to promote positive outcomes for the child or young person.
- Parenting programmes – see below for more information.
- In-depth parenting intervention and assessment – for more information see below.
- Co-ordination of the CAF process via our 5 (4 of whom are newly appointed) CAF Co-ordinators.

### **What happened to Think Family?**

- The Think Family Team are still working hard to deliver positive outcomes for children, young people and their families and now form part of the EI&FS service. The Think Family Panel still runs, under the new name of the Early Intervention and Family Support Panel.

### **How do I make a referral?**

- Referrals are received via the Early Intervention and Family Support Panel, using a Multi-Agency Referral Form (MARF), supported by a CAF.

### **What parenting programmes do you deliver?**

- We deliver a range of parenting programmes, the majority of which are evidence based and delivered in groups:
  - The full range of Webster Stratton 'Incredible Years' Programmes, for parents of:
    - babies 0-1 year
    - toddlers 1-3 years
    - children aged 3 – 6 years
    - children aged 6 – 12 years
  - 'Lets Think About Parenting' Group for parents who have a learning difficulty/disability
  - 'Parenting Teenagers' for parents of children aged 11-18 years
  - 'Parenting Discussion Group' for parents whose children are looked after
  - 'Strengthening Families, Strengthening Communities' Programme for parents of children aged 3 – 18 years
  - 'Daddy Call!' - an informal group for fathers

On rare occasions, it can be negotiated for our group workers to deliver parenting programmes to individuals.

- Additionally our Parenting Practitioners (Senior Social Workers) deliver Triple P (evidence based parenting programme) individually to those families with the most complex needs, often where legal planning is underway to consider the potential need for a care order to be taken. These parenting programmes are of an intense style and have some success in assisting parents to change what has become entrenched behaviour and attitudes. An assessment of parenting is also undertaken.

### **Youth Inclusion Support Panel (YISP)**

#### **YISP –What is it?**

- It is a multi-agency prevention service in Redbridge that supports young people at risk of offending and committing anti-social behaviour.

#### **What is the aim of the YISP?**

- The YISP aims to work with young people aged 8 to 17 years at risk of offending or participating in anti-social behaviour.

### **How can we help?**

- We can offer support with problems at school, work on skills to deal with issues such as peer pressure or problem solving, restorative conferences, positive activities, work on substance misuse and much more.

### **How do we work?**

- When someone makes a referral, one of our Prevention Workers will make a visit to your home to discuss the problem and carry out an assessment. We can then agree a plan with the young person and their parent or carer. Each plan will be individually created to meet the needs of the young person.

### **Can the YISP help parents and carers?**

- We also offer support to the parents and carers of the young people we work with. This will include individual or group work and would aim to support parents and carers with the difficulties faced by their children and teenagers.

### **Who can refer to YISP?**

- Referrals can be made from any professional, parent or carer.

## **Youth Service**

### **What are positive activities?**

The activities attended by young people which are both recreational and educational with positive outcomes. For example, music recording, canoeing, volunteering, managing conflict workshops, food and hygiene certificate training, Duke of Edinburgh's Award or Sexual Relationship Education workshop etc.

### **What can be expected after a referral made to the Youth Service?**

Once the young person has been referred to the Youth Service, a designated youth worker will make contact with the young person and/or family. A needs assessment will then be carried out with the young person to ascertain her/his interests and aspirations. An appropriate programme of activities will be introduced to the young people.

Please do remember, the young person engages with the provision and positive activities voluntarily. Some young people will engage immediately, others will take longer and for some young people this will never happen. Youth Service provision and positive activities are not the panacea for everything, we are part of the overall support available to the young person and their families.

## **Case Study – Team Around the Child (TAC) Meeting**

After completing a CAF with 2 year old 'Tom's' parents, the manager of 'Tom's' nursery called a TAC meeting: through the CAF she had identified the need for all professionals working with 'Tom' to share information in order to provide a more joined up service to him and to ensure he is getting all the support he is entitled to. The manager invited 'Tom's' mother, the pre-school Health Visitor (HV), Educational Psychologist (EP), Speech and Language Therapist (SALT), Occupational Therapist (OT), and the Senco and key worker from the nursery. The TAC meeting was also attended by the CAF Coordinator to provide support and guidance to the Nursery Manager.

Prior to the meeting, the Nursery Manager had identified a need for 'Tom's' mother to receive additional Makaton training at Kenwood Gardens. However the wealth of information shared at the meeting lead to a far wider range of inputs being identified, including 'Tom's' mother being invited to additional Makaton training; the HV and SALT liaising and agreeing communication targets and a written programme for 'Tom'; early years funding for 2yr olds being agreed to

provide 10 hours of support worker time to do 1-2-1 sessions and small group work; the nursery and OT exploring the possibility of extra equipment to further support 'Tom's' needs; EP meeting with 'Tom's' parents and agreeing to consider starting a statutory assessment in the autumn term, as currently they are happy to leave him at the nursery where he is doing so well.

The professionals involved in the meeting felt that through the TAC process everyone learnt something new. Joint visits were agreed so professionals could work together in an integrated way to meet the needs of 'Tom' and his family.

## RCYPN Annual General Meeting

The Redbridge Children & Young People's Network (RCYPN) enjoyed what proved to be fruitful Annual General Meeting (AGM). The event, which took place in September, attracted colleagues and partners from both the voluntary and statutory sectors. The AGM, which was chaired by Ann Garrard and Ravi Walters (Co-chairs), proved how well the RCYPN is working with the statutory sector with whom it is a Strategic Partner.



REDBRIDGE CHILDREN & YOUNG PEOPLE'S NETWORK

Upon arrival, the guests were treated to music from Ryan Green (aged 14) from Redbridge Music Lounge.



The guest speaker Jo Baty, Senior Officer in Children's Services (14-19 Commissioning Team), gave an interesting and informative presentation about their service. Some of the topics broached were Big Society, Voluntary Sector Compact, Children & Young People's Plan and the Early Intervention Strategy. Jo spoke about the importance of partnership working and talked about the shared agendas across the Council and the voluntary sector. These included effective communication and engagement with children, young people and families,

information sharing and multi agency and integrated working.

Just some examples of partnership working were highlighted with Jo stressing the successful partnership of Children's Services with RCYPN. She noted the involvement of RCYPN in various areas of the achievements of Children's Services, including the valuable assistance offered by RCYPN with the production of the 'Children & Young People's Plan'.

Jo ended her talk by highlighting the areas of opportunities available to the voluntary sector in being involved in making their views felt in the 'Early Intervention Strategy', 'Making the Compact a Reality' and 'Commissioning'.

Two parents, Muneeba Raja and Tracey Wotton spoke about their experience of being interviewed for the RCYPN Newsletter on the topic of 'Children with Special Needs'. They both gave moving accounts of some of the obstacles they face, but also spoke of the help they have received from both sectors.

The existing Trustees were re-appointed with the welcome addition of a new Treasurer. The meeting ended with the Co-chairs thanking the RCYPN volunteers for all their hard work.

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### CORE COMPETENCY - Information sharing:

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#### Early but Promising Times for Evidence Informed Practice in Redbridge

The development of Evidence Informed Practice (EIP) is really beginning to gather momentum in Redbridge Children's Services. In December we used the first of our Research in Practice (RiP)

facilitated days to bring together a cross section of staff from across the Children's Trust to begin to develop our Evidence Informed Practice Strategy. It gave us an opportunity to look at where we are now, and more importantly, how we want to see research being used in our future practice, what a 'Learning Culture' looks like and what it feels like to work in one.

The draft strategy has now been presented to the Children's Trust Management Team and has been circulated for wider consultation across Children's Services. If you haven't seen a copy and would like to, please contact Lesley Perry on 020 8708 5282 or via [eip@redbridge.gov.uk](mailto:eip@redbridge.gov.uk). All comments from our partners are welcome.

An action plan is being developed to roll out with the strategy and a steering group will be established to monitor its progress on a quarterly basis. If you would like to be a member of the steering group then please discuss it with your line manager in the first instance and then contact me via [sue.butcher@redbridge.gov.uk](mailto:sue.butcher@redbridge.gov.uk).

The second of our facilitated days focussed on staff in the Newly Looked After Children's Team, which are part of our Child Protection and Assessment Service. They came together earlier this year to begin a project that will help them develop their practice from being 'case managers' to 'agents of change' - all based on evidence of what works - and what works in Redbridge. Already they have been reading about successful models of intervention to prevent children or young people being received into care. If you are interested in this subject, an interesting piece of research undertaken by Jane Dalrymple and Barry Percy-Smith on behalf of Bristol City Council Children and Young People's Services, entitled "*Exploring young people's journeys to the edge of care*" which is due for publication shortly, is evidence of how early intervention can work. Similar projects will be rolled out to other social care teams in the Children's Trust.

Finally, have you ever been to Athens? Well just in case you haven't, it is a really easy way to get hold of the research you need - try going to <http://www.scie.org.uk/workforce/athens/> to access a range of journals, etc. A learning experience guaranteed!

**Sue Butcher**  
**Head of Performance and Improvement**  
**Redbridge Children's Trust**