

PIP: Parenting Implementation Project



Parenting Implementation Project Resource Kit

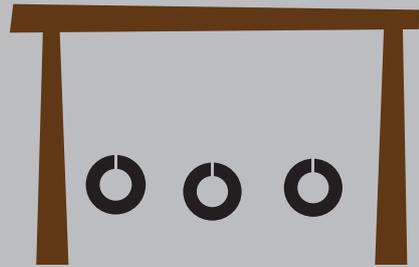
Parenting Implementation Project: Making a Difference

Working with local areas to deliver better services for parents and families

Conference: 9th June 2009, Royal Lancaster Hotel, London

www.dcsf.gov.uk/ecm/pip





Introduction

The Parenting Implementation Project has been working with 18 local authorities since 2008 to examine and develop ideas on how to commission and deliver better services for parents and families. This kit presents the key issues addressed and offers resources developed by local areas, for local areas, to assist them in achieving the same aims.

The Children's Plan: Building Brighter Futures sets out a compelling challenge – to make England the best place in the world for children and young people to grow up. It also makes a commitment to a new kind of relationship in which the Government works in close partnership with families at every level, from making policy to delivering services.

The vision set out in *The Children's Plan* is of all families being confident in their ability to achieve the best for their child. To achieve this vision, *The Children's Plan* acknowledges that different families will need different things at different times and in different circumstances. Services will need to be flexible and meet the needs of all families, in whatever shape or form. For some families, particularly those in greatest need of support, this will require children's and adult services working closely together.

The Children's Plan – a family policy for the 21st century

"We heard that while there are more opportunities for young people today than ever before, parents want more support in managing the new pressures they face such as balancing work and family life, dealing with the internet and the modern commercial world, and letting their children play and learn whilst staying safe."

Ed Balls, Secretary of State for Children, Schools and Families, talking about the consultation that took place with parents, teachers, professionals, children and young people in developing The Children's Plan.

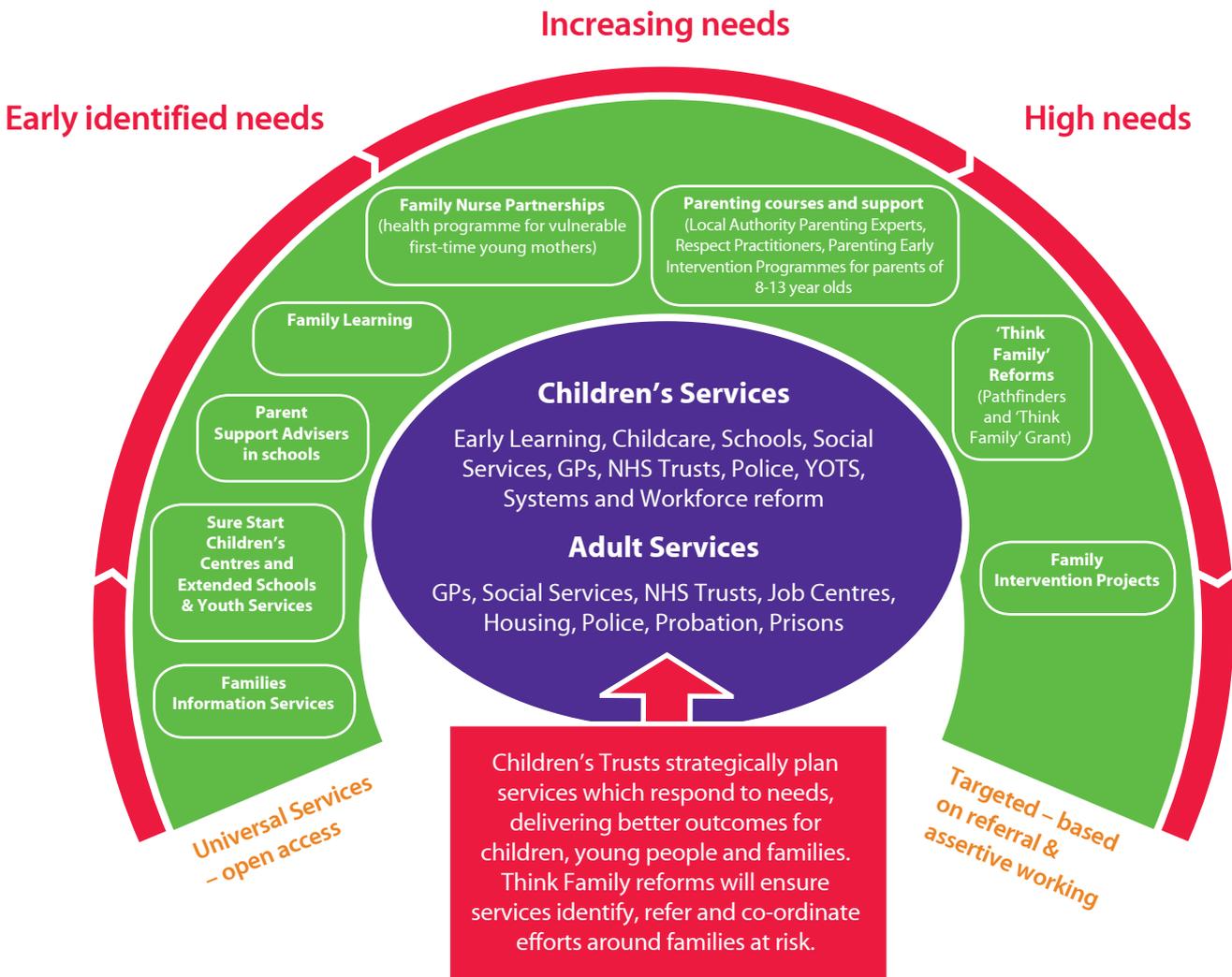
Local authorities have a key strategic role in the design and development of support for parents in their area. Parenting Commissioners have been appointed to plan, commission and champion local services that encourage flexible and responsive local services to help parents – both mothers and fathers. The aim is that ultimately, through supporting mothers and fathers to be confident, authoritative and involved in their children's development, outcomes for children will improve in the five Every Child Matters areas:

- Be healthy
- Stay safe
- Enjoy and achieve
- Make a positive contribution
- Achieve economic well-being

These services are many and varied, developed in response to local need. They will range from information for use by all mothers, fathers and other carers, to early intervention and preventative services which provide and signpost them towards more specialist advice, through to targeted services, including parenting programmes or intensive family support, for parents who are experiencing significant problems. In a small number of cases enforcement measures such as parenting contracts and orders are used to ensure parents take advantage of targeted support to help them address the problems they are experiencing.

Local authority parenting and family support strategies (as set out in Parenting Support, DfES, 2006) should cover the full range of services planned by local authorities, with their partners, across the spectrum of needs. Following the publication of their Parenting Strategy, local areas have been engaged in service commissioning and delivery to turn those strategies into a reality for fathers and mothers.

Parenting and family support services in local areas



The above diagram demonstrates our vision of a continuum of services for parents and families. It highlights a number of key initiatives developed in recent years, and places them across the spectrum of needs. These services need to be aligned and delivered with and through other existing services which work with children, young people and

their parents (examples are given in the centre of the diagram). Success will be underpinned by strong strategic planning, through local parenting strategies, Children and Young People's Plans and other documents, which identifies and commissions services which respond to local needs.

Think Family

The *Children's Plan* also made a commitment to take forward proposals in the Government's *Families at Risk Review*. 'Think Family' means securing better outcomes for children, young people and families with additional needs. This can be achieved by co-ordinating the support they receive from children, adult and family services so that they can:

- Identify families at risk to provide support at the earliest opportunity;
- Meet the full range of needs within each family they are supporting or working with;
- Develop services which can respond effectively to the most challenging families; and
- Strengthen the ability of family members to provide care and support to each other.

Since April 2009 all local authorities receive funding to implement 'Think Family' reforms to local children's, adults and family services. The implementation of the 'Think Family' model will help system changes at every level to ensure earlier identification of need, assessing the needs of the whole family, the development of multi-agency teams around the family, better information sharing, and workforce development – leading to improved services for children and their families. In addition these resources enable the delivery in each local area of the Parenting Early Intervention Programme, Family Intervention Programme and continue the funding of Parenting Experts and Practitioners.

This presents both a challenge and opportunity for local areas to review their strategies for supporting mothers, fathers and whole families to ensure they adopt a 'think family' approach and make best use of the available funding. The department will publish in June 2009 a 'Think Family' toolkit (www.dcsf.gov.uk/ecm/thinkfamilygrant), which will provide detailed guidance for local areas on how to develop and deliver the Think Family approach. The resources contained within this kit will also support local areas to achieve this and the two should be considered together.

Think Fathers

When developing and implementing these strategies, it is important to also consider fathers in particular. Research shows that where fathers are highly involved with their children, the children develop better friendships, higher levels of educational achievement and self-esteem, and are less likely to become involved with crime or substance abuse.

However, while more and more fathers want to be actively involved in their children's lives, many feel they do not get the support they need to do this effectively. They can often be the forgotten parent when it comes to children's services because these services can still be very mother-focused. As a result, fathers can feel unwelcome or uncomfortable and, inadvertently, be excluded. Senior managers and commissioners should therefore make sure that their services – and the staff within them – meet the needs of fathers and actively look for ways to engage them.



The Children and Young People's Plan

The Children and Young People's Plan (CYPP) is a powerful tool in helping to realise these ambitions, and new non-statutory *Guidance on the Children and Young People's Plan* (2009) has been published to support the local development of Plans.

The CYPP is the single, statutory, strategic, overarching plan for all services affecting children and young people and their families in the local area. The plans of partners will form a comprehensive array of inter-related strategic and operational plans operating at different levels and covering different target groups – but all should be drawn up explicitly to link into or deliver the CYPP. The CYPP sets the strategic commissioning framework within which partners will, together or individually, ensure delivery of services which improve outcomes for children, young people and families in the area. The local parenting and family support strategy should be an integral part of local strategic planning and the CYPP.



The Parenting Implementation Project

The Parenting Implementation Project (PIP) was initiated by the Department for Children, Schools and Families (DCSF) in early 2008.

The PIP's central aim is to support local areas in providing effective support to parents and families. The PIP has worked with 18 local authorities over twelve months to develop and implement their strategic approach to the commissioning and delivery of parenting and family support services. The project worked to promote the development and dissemination of effective practice and to strengthen the use of this practice in all areas. An action learning approach was key and a central principle was the importance of peer support and challenge with local areas designing their own solutions. More information about the 18 local authorities taking part in the PIP can be found at the end of this booklet.

Each local authority has focused its work within the PIP on two themes over the year, one around an aspect of commissioning, and one around an aspect of delivery. In all cases, work areas had been identified by Parenting Commissioners as priority areas for development locally. The local authorities were supported in their journey by a group of external consultants who have offered support and challenge throughout the year. Regular meetings have also been held at which the local authorities have had opportunities to share their learning and ideas, identify common barriers and offer mutual support and solutions. In addition, the PIP has worked with other local authorities collectively in each region through Government Office Regional Networks. All this has provided a rich and stimulating platform from which to drive forward the parenting agenda.

We would like to thank all the individuals and organisations who contributed to the PIP project. In particular we would like to extend our thanks to the National Academy for Parenting Practitioners, the Fatherhood Institute and the Government Offices for the Regions.

The PIP Resource Kit

This Resource Kit is a major output from the Project and is a huge achievement by the local authorities taking part in the PIP. By identifying current practice in parenting and family support services and developing new and innovative methods for commissioning and delivery, it has been possible to offer a wide range of techniques, ideas, templates and case studies for all local authorities to consider as they take forward their own priorities. The Resource Kit also includes contributions developed by the 18 authorities in addition to their PIP activity. The resources contained here are not presented as the definitive answers to the issues local areas must address but it is hoped they will offer some helpful insights and prompt debate about effective approaches to address local priorities.

The range of resources are organised under some of the themes identified as priority areas for development both by the local authorities working in the PIP, and in Parenting Strategies across the country.

The themes contained here are:

Commissioning

- Strategy, governance and partnership.
- Parental Involvement in commissioning.
- From strategy to delivery.
- Workforce development.
- Performance and quality management.

Delivery

- Working with Adult Services.
- Father-inclusive services.

With each resource can be found the contact details of someone locally who is able to provide further information. However, the resources mark a moment in time (June 2009) and consequently these contact details will not remain current indefinitely.

This introduction for each theme provides some brief national context, followed by a list of the resources presented in the Kit. At the end of this document can be found further useful resources and links.

It is intended that the resource kit be a living document. We will add to it in the coming months as projects not yet captured here are completed and refinements to existing practice are made in the light of experience. The latest version of the kit will be available at www.dcsf.gov.uk/ecm/pip

All the PIP resources can be downloaded from the accompanying DVD at the back of this document. The DVD contains an electronic copy of this booklet, all the PIP resources collected to date and an interactive map illustrating which Local Authorities contributed to the Parenting Implementation Project. This booklet and the PIP resources can also be accessed via our website: www.dcsf.gov.uk/ecm/pip

If you are reading the DVD version of this document you will be able to access each resource by clicking on a specific resource title at the end of each theme.

If you have any comments or queries regarding the resource kit please email: pip.mailbox@dcsf.gov.uk

Commissioning

Strategy, governance and partnership

National context

Joint planning and commissioning is a key product of any Children's Trust and will be supported by the strategic inter-agency governance arrangements. Effective partnerships will help deliver and support better integrated processes and front-line delivery and ultimately improve outcomes for children, young people and their families. Hence the importance of clarity around governance, strategy and partnership in any parenting strategy.

The non-statutory *Guidance on the Children and Young People's Plan* (2009) emphasises the need for CYPPs to recognise that improving outcomes for children and young people will also involve supporting their parents and meeting wider family needs, and makes clear that the local parenting support strategy should inform the CYPP.

Local authorities have made great progress in developing their parenting and family support strategies. Many now are revisiting and refining these, as well as strengthening implementation arrangements. The development of 'Think Family' and the increased resources available only reinforce the need to examine the effectiveness of local commissioning and governance systems and procedures. It is hope the resources offered here will support local areas in achieving this.

Extract from an interview with the parenting commissioner for Newcastle city council

There are lots of different people who support parenting. I work with professionals from health, the voluntary sector, children's and adults' services, and the police. Co-ordinating the work we all do can be difficult, but overall we each want to ensure that we safeguard children.

Parenting is a huge responsibility, and it's only right that those of us who are parents should step up to the plate as far as those responsibilities are concerned. But if you're trying to bring up children in circumstances that are challenging, it makes the job even tougher. That's why I also work with colleagues who provide family support, such as housing advice, benefit help, employment and training.

We often hear much that is depressing about family life, but the people I work with are a powerful reminder of the determination to make a difference. I feel privileged to have this job and to know I'm helping to put services into place that will leave a legacy for our future.

The Guardian, 24 March 2009



Resources developed in this theme

- **Governance arrangements:
Commissioning parenting support**

This resource describes work in Newcastle to ensure all available parenting and family support funding was aligned to and used to deliver those activities that demonstrated greatest impact on key priorities in Newcastle's Plan for Children and Young People. Governance arrangements were reviewed to demonstrate their inclusivity for a widened group of stakeholders.

- **Developing a commissioning strategy for parent support services**

This tool is designed to help local authorities revise and up-date their original Parenting Strategy and

Implementation Plan. It can be used to either inform production of a stand alone Parenting Strategy or to help structure the commissioning of parenting work within their wider strategic approach.

- **The role of Parenting Commissioner in the PIP local authorities**

This resource reviews the current role and tasks of parenting commissioners and is drawn from discussions and workshops with parenting commissioners from the PIP authorities. The findings provide an overview of issues to aid local discussion about the future development of the Parenting Commissioner role.

Parental involvement in commissioning

National context

Parenting services seek to work with parents to support them in turn to engage more effectively with their children and so improve outcomes. This theme is about the development of a range of effective ways of involving parents in decisions about the parenting and family support services themselves – enabling them to influence the way they are shaped and commissioned to better respond to need. Both mothers and fathers are key stakeholders in the commissioning process, and commissioners need to acknowledge them as a source of primary expertise.

“It was good to be given a voice and input to the decision making process. We had a platform as parents. To my knowledge this has never ever happened before. It has been a great opportunity.”

A father’s comment about his experience of participating in a Shadow Strategic Board for Parents and Carers in Nottingham City.

The Parenting Support Guidance for Local Authorities in England (October 2006, DfES) sets out the view that listening and responding to parents’ views is an important aspect of developing and delivering effective parenting support services. It recognises that the most effective approach will vary according to local circumstances and gives some examples, which include establishing parent forums, involving mothers and fathers in undertaking reviews of services and involving them in decision making about services.

This message is continued in *Every Parent Matters* (2007), which says that engaging parents effectively means giving parents the means to influence the shape of services. *Aiming High for Children: Supporting Families* (March 2007), highlighted evidence that services which involve users in their design and implementation are more likely to succeed with those they are trying to help.

At a national level too, we have set up a Parents Panel to better reflect a full cross-section of parental opinion in government policy making. The Panel meets quarterly with ministers and department officials and is made up of forty parents from all walks of life from around England. The Panel has discussed a wide range of issues including how parents can better work in partnership with schools to support their children’s education; the key issues affecting family stability; and parents’ views of the support available to them, for example through schools.



Resources developed in this theme

- **Parental Participation in Commissioning Matrix**

This matrix presents some of the wide range of methods for involving mothers and fathers at various stages in the commissioning process.

- **Case study and checklist for engaging vulnerable parents in commissioning process**

This case study describes how a voluntary sector organisation was commissioned by London Borough of Sutton to consult with vulnerable parents about how they would like to be involved in the planning, monitoring and evaluation of services. There is also a checklist to help others seeking to engage vulnerable parents in commissioning processes.

- **Mothers, fathers and carers participation: self-assessment tool for services and practitioners**

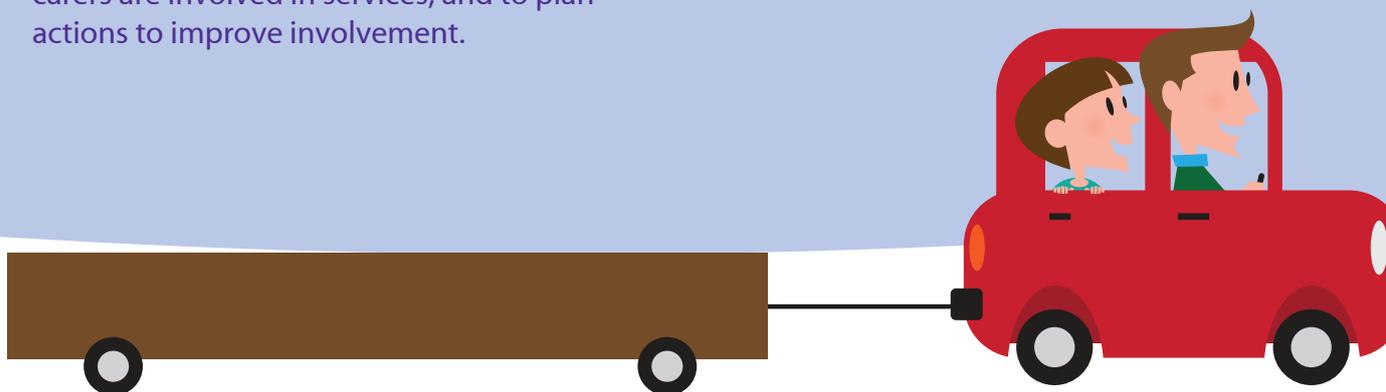
This self-assessment tool produced by Kent is the first of two included in the PIP Resource Kit for front-line staff to measure the extent to which mothers, fathers and carers are involved in services, and to plan actions to improve involvement.

- **Standards for the involvement of mothers, fathers and carers, with self-assessment and planning form**

Islington designed this second self-assessment tool. It contains standards for the effective involvement of mothers, fathers and carers in all aspects of planning, delivery and evaluation of services for children and young people. These are followed by a self-assessment and planning tool for services to evidence the extent to which the Standards are in place, and to plan actions to address identified deficits.

- **Case Study: Developing a Shadow Strategic Board for parents and carers**

This case study describes how Nottingham went about establishing a Shadow Strategic Board for parents and carers. This is intended to put mothers and fathers and carers at the heart of their ECM arrangements.



From Strategy to Delivery

National context

Children's Trusts and their parenting partnerships are becoming increasingly skilled at developing and agreeing their broad strategic aspirations. The challenge now facing many partnerships is how to turn their parenting strategies into tangible changes for the families concerned. This will only be achieved through working across many agency and system boundaries as well as with adult and wider corporate services.

Local areas need to consider how to achieve this through the commissioning process. Following agreement on the outcomes to be achieved for children, young people and families, and an assessment of local needs, Children's Trust partners, working with service providers, will identify gaps and explore ways of responding to unmet needs.

They will work with providers to develop services in the light of new evidence and in response to gaps between services and needs. This may include training and capacity building. Robust delivery plans signed up to by all concerned will be required, and commissioners will need to identify which organisations are best placed to deliver, broker partnerships, develop contracting arrangements, and put service level agreements in place.

The Commissioning Support Programme was launched in November 2008 to help Children's Trusts achieve better outcomes for children and young people through improved strategic commissioning. The Programme will run until April 2011. It is a sector led Programme, responding to the needs identified by Children's Trusts themselves. The programme is jointly sponsored by the Department for Children Schools and Families (DCSF) and the Department of Health (DH). You can find out more about the Programme at www.commissioningsupport.org.uk

Leeds Parenting Unit

As a core city, Leeds identified that co-ordinated and coherent planning and commissioning of parenting support services was a key priority. In order to put effective systems and processes in place they set up a Parenting Unit to provide a central hub for the delivery of their parenting strategy. There is a clear commitment to ensuring that services are accessible and delivered in a way that is proportionate, responsive and respectful, reflecting the needs of a diverse population. A Parenting Unit Manager was appointed on 1st September 2008 and a range of staff have been seconded into the unit from CAMHS, Education Leeds and the Children's Information Service.

For more information contact:
jody.sheppard@leeds.gov.uk

Open tendering in LB Islington

In LB Islington, there is an agreed commissioning policy for the Children's Partnership to ensure funding is directed to priorities identified in service strategies and the CYPP. When there is new funding, it is seen as good practice to consider the overall market and open up the process to all interested parties, working within the parameters of procurement rules and imposed timescales.

In the case of their Community Parenting Support Service, the need for an early intervention service operating at needs levels 2/3 on LB Islington's Common Assessment Framework Needs Levels matrix emerged as one of the Parenting Support Strategy's key commissioning priorities. The Council agreed growth funding over three years to support the development of the service, combining this with external funding to resource the service specification.

There then followed an open tendering process, attracting a good level of interest from the statutory sector, third sector and consortia.

For more information, contact Sue Felgate
Sue.Felgate@islington.gov.uk

The resources below outline work which the PIP authorities have been doing to help them move as effectively as possible from their strategic intent to practical delivery of change and improvement.

Resources developed in this theme

- **Key variables affecting the implementation of Parenting Strategies**

This resource explores the practical experiences of a number of PIP authorities and draws together some of the key lessons learned as they worked to implement their strategies.

- **Going out to tender for a Community Parenting Support Service**

This resource shows some of the elements involved when LB Islington went out to tender for their Community Parenting Support Service. It contains the service specification, the service plan, and a flow chart showing the steps involved in tendering the service.



Workforce Development

National context

The Government recently published the 2020 Children and Young People's Workforce Strategy. It highlights that those working with children and young people should be:

- **Ambitious** for every child and young person.
- **Excellent** in their practice.
- **Committed** to partnership and integrated working.
- **Respected** and valued as professionals.

The scope of the children's workforce includes everyone (including volunteers) who works with children, young people or their families because they all have a role to play in improving outcomes for children and young people.

An essential aspect of the government's workforce agenda includes ensuring that there is an appropriately skilled workforce, including core skills and knowledge, that staff are well led, that shared systems and processes are in place, that inter-agency boundaries are managed effectively and all children's services staff are focussed on identification and prevention of need.

Given the development of Children's Trusts and multi agency working, CAF and lead professionals, the introduction of PSAs, 'Think Family' and other new professionals, the children's workforce is faced with a variety of challenges in upskilling and supporting its workforce. Issues such as the development of a professional training pathway for parenting practitioners, the training of new types of professionals and the mapping of parenting training and courses locally are important issues and are addressed by the PIP resources presented here.

"I found this to be an exciting and highly illuminating course. Not only were the topics covered crucial to my area of work, I found the way in which the teaching was delivered was highly inspirational - and it will change my own approach to teaching and delivering materials in working with parents and colleagues. The enthusiasm was infectious and resulted in a very cohesive and supportive atmosphere in the group as a whole. I can only offer congratulations and say that I would recommend it to anyone working with parents."

Participant's feedback on parenting training in Surrey





Resources developed in this theme

- **Training Tool: Risk and Resilience Exercise**

This is a training and development group exercise designed by Newcastle and Gateshead Councils to support staff from different service backgrounds and disciplines who work with families whose children have significant need.

- **Developing an evidence-based parenting programme database**

Birmingham City Council commissioned this database to address the lack of key data about their local delivery, and impact of, evidence-based parenting programmes made available in the city.

- **Case Study: Parent Support Advisers – Workforce Development**

The aim of this work was to develop a template for the induction, support and training of the Parent Support Advisers (PSAs) service in Birmingham. It is envisaged this will in time lead to further consideration of the support and training needs of the full spectrum of staff working in parenting and family support services.

- **Parenting Support: Training needs assessment tool**

This tool was produced by Birmingham City Council and has been used to shape the content of ongoing accredited training.

- **Training Pathways: Working with parents**

This tool lists the training available in Suffolk that is relevant to those who work with parents, and links it to different levels of parental need. This allows practitioners and managers to match specific training with both professional development needs and team objectives.

- **Job Description: Parenting Support Commissioning Manager**

This job description for the role of Parenting Support Commissioning Manager in Luton is intended to provide a useful example of one way in which the key roles and responsibilities of this post have been scoped out.

Performance and Quality Management

National context

The Parenting Support Guidance for Local Authorities in England (October 2006, DfES) says that in order to design and deliver effective services, authorities need to “establish pragmatic, yet effective performance monitoring process that enable those involved to effectively manage the quality and efficiency of ‘on the ground’ service delivery”.

A strong commitment to using approaches which have been proven to work delivered by those organisations and individuals with the appropriate skills and experience underpins success. All effective organisations need to measure their performance in this respect in order to know how well they are doing, to identify opportunities for improvement both in the use and choice of resources and in the quality of services. This enables the challenging of poor practice and strengthens understanding of what works. This results in a culture of reflective practice and continuous improvement.

The performance monitoring of individual services needs to be aligned to the overall performance management arrangements of the authority and the Children’s Trust. For example priorities and outcome measures for individual services should align to those identified in the local Children and Young People’s Plan. The Children’s Trust will also drive the children and young people elements of the Local Area Agreement which should in turn be consistent with priorities in the Children and Young People’s Plan.

Improving outcomes for all children and young people underpins all of the development and work within Children’s Trusts. Since then a revised Every Child Matters Outcomes Framework (April 2008), shows the links across Government between Every Child Matters, the Public Service Agreements, and the National Indicator Set of measures; against which the achievement of improved outcomes for all children will be measured. Local areas should understand that supporting parents and families, and delivering improved outcomes for them directly where necessary, has a direct impact on child outcomes.

“I had no confidence or self-esteem ... life is completely different now. After one to one support and attending a group I have done a NVQ in childcare and am volunteering for SureStart. It really benefited me and can benefit parents and our future adults to have a happier, healthier outlook on life.”

Parent after accessing parent support services in Lancashire

Resources developed in this theme

- **Case Study: Developing an 'Outcomes Based Performance Management Framework' for Parenting**

This case study describes how Coventry are using an outcomes-based approach to establish a strategic performance management framework for its parenting services.

- **Developing an outcomes and performance management framework for services for parents of older children – the journey of two local authorities**

This resource sets out the work undertaken by the London Borough (LB) of Islington and the LB of Sutton to develop an outcomes based performance management framework for their new services for parents of older children.

- **Providers Outcome Based Performance Management Toolkit**

This toolkit formed one part of Bristol City Council's wider parenting support and commissioning strategy. It is designed to evidence the contribution of parenting programmes both to improving outcomes for Children and Young People, and to progressing local strategic priorities.

- **Luton's experience of the 'Investors in Families' accreditation scheme**

This case study outlines Luton's experiences of the introduction of the Investors in Families award, and the development of the local award to encourage and accredit work with parents.

- **Luton and the Investors in Families programme**

A film about Luton's experience of Investors in Families.



Delivery

Working with Adult Services

National context

The Social Exclusion Taskforce in their Families at Risk review estimated that over 100,000 of the 13.8m families in England experience five or more entrenched problems of the type which are often passed from generation to generation. The children of these families are, for example, ten times more likely to be in trouble with Police and eight times more likely to be excluded from school. This is despite the support which is often provided from a large number of different agencies – across both adults and children’s services. But evidence shows this support often doesn’t succeed because it is poorly coordinated and does not take into account the wider family problems which lie at the root of those experienced by individual family members.

Engaging and supporting families with multiple problems presents a distinctive challenge for public services. ‘Think Family’ practice – making sure that the support provided by children’s, adults’ and family services is coordinated and focused on problems affecting the whole family is important for everyone, but is the only effective way of working families experiencing the most significant problems. The work and learning developed as part of this theme explores how children’s and adult services from a range of agencies in both statutory and voluntary sectors can work together to focus on changing not just the presenting problem but the broader outcomes for children and their families.

More detailed guidance on how to ‘Think Family’ is contained in the DCSF ‘Think Family’ toolkit which will be published in late June and will be available at www.dcsf.gov.uk/ecm/thinkfamilygrant. Local authorities should refer to this guidance in developing and delivering ‘Think Family’ reforms and services.

“The guilt is awful. You’re there thinking, why did I have a child with this person? I’m going to mess up my child’s life like I messed up my own...”

“... a lot of women don’t tell anyone and unless you feel that the confidentiality is there with someone, and you know someone’s got the right knowledge of how to help you, you won’t open up to them...”

Survivor statements, *Domestic Abuse: A New Perspective* film, PIP resource



Resources developed in this theme

- **Case Study: Developing the relationship between Parenting Support and Adult Mental Health Services**

This case study explores the ways in which Birmingham City Council and Coventry City Council have worked to develop joint working agreements across children's and adults services and effective integrated systems and processes to support front-line service delivery for families where a parent has an identified mental health problem.

- **Sample protocol for joint working between a Family Intervention Project and Adult Mental Health Trust**

Birmingham City Council developed this protocol primarily to assist in agreeing a priority referral route for FIP Service Users to relevant Adult Mental Health Trust Services, and to reduce the number of health professionals service users have contact with.

- **Domestic abuse: a new perspective**

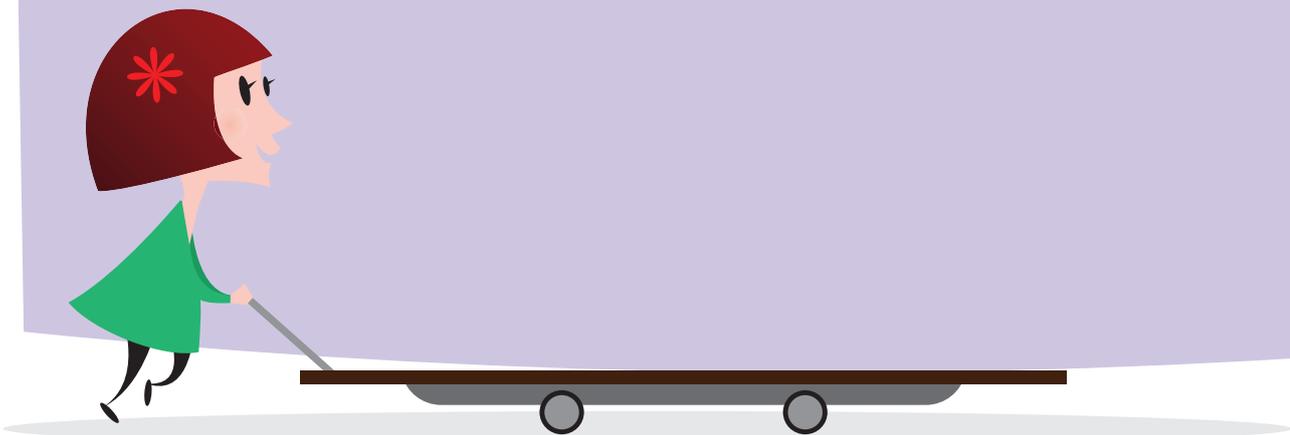
A report on the experiences of parents in Bristol affected by domestic abuse, with proposals for developing parenting support services to improve outcomes for this group of parents.

- **How earlier intervention can improve Cornwall's Domestic Violence and Abuse Parenting Support Services**

Report on the impact of current parenting support services in improving outcomes for parents affected by domestic abuse and the implications for future commissioning of parent support services in the county.

- **Domestic Abuse: a new Perspective (film)**

Short film illustrating some of the key issues affecting planning and delivery of parenting services for families affected by domestic violence or abuse.



Father-inclusive services

National context

As research shows, fathers' engagement in their children's development is as crucial as that of mothers. It has been shown¹ that increased involvement of fathers can have a positive impact on, among other things:

- children's self esteem and resilience;
- children's educational achievement;
- children's ability to develop friendships;
- children's involvement in the criminal justice system;
- children's misuse of substances.

The Government is clear that work with fathers is essential. This is underlined in various policy documents – such as *Every Parent Matters* (2007) and *The Children's Plan Building Brighter Futures*, (2007) – and has been the subject of a specific time-limited *Think Fathers* campaign to encourage public debate on this issue.

The development of father-inclusive strategies and services is therefore an essential element of all parenting work for local authorities and their partners. This requires systematic information gathering about and engagement with fathers in all children's services, with a particular focus given to fathers who might not normally reside with their children and fathers in hard to reach groups – for example, low income and disadvantaged families, BME and traveller families, teenage parents.

Some key questions to ask are:

- How do services systematically reach fathers and male carers?
- How can services best identify and meet the needs of specific groups of fathers?
- What are the implications for local strategies?
- How can service provider ensure a father-inclusive workforce? (Addressing issues of recruitment and training).

Dads, Lads and Lasses group, Lincolnshire

Comments from a father:

"Being fairly new to the area it has been a good way of meeting other parents, we have fun all the time and it has a networking side as well. Seeing my child having fun after so long apart has been the event of my year! She is such a happy child now. This is a club I will support for years."

...and a daughter:

"We get on better now as Dad listens to me better now and he hears what I've got to say. Sometimes we don't spend enough time together, so Dads' Group helps as it makes time for us to see each other."

DCSF research (*A review of how fathers can be better recognised and supported through DCSF policy, 2008*) found that local authorities had not generally taken a strategic lead on supporting engagement with fathers and local practice had generally developed sporadically.

It is hoped the resources presented here will support local areas in responding to the challenges presented.

1. "The Costs and Benefits of Active Fatherhood" – The Fatherhood Institute.

Resources developed in this theme

- **Fathers' Strategy: Ensuring father-inclusive services in Nottingham**

An example of a strategy for engaging and working with fathers.

- **Strengthening Fathers, Strengthening Communities**

A case study outlining two different approaches taken by Lincolnshire to working with Fathers' Groups to enable them to be self sufficient, ensuring ownership and strong community engagement.

- **A Fathers' Charter – quality standards for working with fathers**

The Fathers' Charter was developed by Suffolk Children's Trust and has two parts: an audit tool and a poster to raise the profile of fathers' engagement in services.

- **Assessment tool to review the emotional health of fathers in the post-natal period**

Surrey Parenting Education and Support in conjunction with the Fatherhood

Institute have developed a draft tool for evaluating and supporting the mental health of new fathers.

- **Working with Fathers: Practice in Luton**

This resource was developed to evaluate current activity and involves mapping current services in the context of the best available demographic data. Its conclusions will underpin and inform future strategy in relation to the Think Father and related aspects of the Think Family initiatives.

- **Guide to developing a father-inclusive workforce**

Developed by the Fatherhood Institute with support from some of the PIP local authorities, this guide sets out a range of approaches to support staff to become more father-inclusive.



Other useful links and resources

Strategy, governance and partnership

Children's Trusts: Statutory Guidance on inter-agency cooperation to improve well-being of children, young people and their families (2008) www.teachernet.gov.uk/publications

Joint planning and commissioning framework for children, young people and maternity services (2006) www.dcsf.gov.uk/localauthorities/index.cfm?action=content&contentID=541

Audit Commission Are We There Yet? October 2008
www.audit-commission.gov.uk

Parental involvement in commissioning

Every Child Matters website:
www.everychildmatters.gov.uk/parents/participationinmultiagencyworking/

Family Voice, Family and Parenting Institute
www.familyandparenting.org/familyvoiceHome

Working together to support disabled parents by Jenny Morris and Michele Wates. 2007, London, The Social Care Institute for Excellence (SCIE)
www.dppi.org.uk/journal/60/goodpractice.html

Involve
www.involve.org.uk/

Amaze – an organisation working with parents of children with special needs
www.amazebrighton.org.uk/editorial.asp?page_id=114

The Parent Participation Project, a three year project, funded by DCSF.
www.treehouse.org.uk/promoting-change/campaigns/parent-participation-project-ppp

Participation Works - a consortium of six national children and young people's agencies that enables organisations to effectively involve children and young people in the development, delivery and evaluation of services that affect their lives.
www.participationworks.org.uk/

From strategy to delivery

Audit Commission review of Children's Trust Progress:

www.audit-commission.gov.uk/reports

DCSF Procurement Skills Website:

www.everychildmatters.gov.uk/strategy/planningandcommissioning/skills/

Workforce Development

Building Brighter Futures: Next Steps for the Children's Workforce (April 2008)

www.dcsf.gov.uk/childrensplan/downloads/7482-DCSF-WorkforceMatters.pdf

The Children's Workforce Strategy: Building an Integrated Qualifications Framework

<http://www.everychildmatters.gov.uk/resources-and-practice/IG00039/>

Children's Workforce Strategy - Full Regulatory Impact Assessment

<http://www.dcsf.gov.uk/everychildmatters/resources-and-practice/IG00039/>

Building Brighter Futures: Next Steps for the Children's Workforce (April 2008)

www.dcsf.gov.uk/childrensplan/downloads/7482-DCSF-WorkforceMatters.pdf

National Occupational Standards for Work with Parents. Parenting UK

www.parentinguk.org/2/standards

Supervisor Effectiveness Rating Scale Feedback tool for managers in family and parenting work.

www.familyandparenting.org/item/document/2033/1

Supervising family and parenting workers: a short guide. Family & Parenting Institute

www.familyandparenting.org/item/publication/51/1

Performance and quality management

Online "commissioners' toolkit" of parenting programmes.

www.parentingacademy.org/parentserv_commstoolkit.aspx

Every Child Matters Outcomes Framework. DCSF

<http://publications.everychildmatters.gov.uk/default.aspx?PageFunction=productdetails&PageMode=publications&ProductId=DCSF-00331-2008>

Better Outcomes for Children and Young People - From Talk to Action. DCSF

<http://www.dcsf.gov.uk/everychildmatters/resources-and-practice/IG00327/>

Sure Start Children's Centres Planning and Performance Management Guidance.

<http://www.surestart.gov.uk/publications/?Document=1852>

C4EO Centre for Excellence and Outcomes in Children and Young People's Services

www.c4eo.org.uk/

24 Parenting Implementation Project Resource Kit

Evaluation Toolkit:

www.parentinguk.org/1/services/info-and-resources/publications/evaluation-toolkit

Evaluation training handout. Parenting UK

www.familyandparenting.org/item/document/812/7

Parenting, Key elements of Effective Practice, Quality Assurance Toolkit.

[http://www.yjb.gov.uk/NR/rdonlyres/D79D6B2E-C1B5-439C-9016-00968445A008/0/](http://www.yjb.gov.uk/NR/rdonlyres/D79D6B2E-C1B5-439C-9016-00968445A008/0/ParentingKeyElementsofEffectivePracticeQualityAssurancetoolkit.pdf)

[ParentingKeyElementsofEffectivePracticeQualityAssurancetoolkit.pdf](http://www.yjb.gov.uk/NR/rdonlyres/D79D6B2E-C1B5-439C-9016-00968445A008/0/ParentingKeyElementsofEffectivePracticeQualityAssurancetoolkit.pdf)

The Fatherhood Quality Mark:

www.fatherhoodinstitute.org/index.php?id=0&cID=171

Ensuring Equality In Childcare for black and minority ethnic families: a summary paper

www.daycaretrust.org.uk/mod/fileman/files/Ensuring_Equality_in_childcare_for_BME_ethnic_families_-_a_summary_paper.pdf

Listening to black and minority ethnic parents about childcare

http://www.daycaretrust.org.uk/mod/fileman/files/Listening_to_black_and_minority_ethnic_parents_about_childcare_-_final_web.pdf

Working with Adult Services

a) Adult mental health

www.mentalhealth.org.uk/information/mental-health

www.scie.org.uk/publications/resourceguides

www.rcpsych.ac.uk/mentalhealthinfoforall.aspx

SCIE Research briefing 29: BME parents with mental health problems and their children

www.scie.org.uk/publications/briefings

b) Domestic violence and abuse

The Home office:

<http://www.crimereduction.homeoffice.gov.uk/dv/dv08.htm>

Joseph Rowntree Foundation:

<http://www.google syndicated search.com/u/jrf?sa=Search&q=domestic+violence&hq=>

Centre for Children & Families in the criminal Justice System

http://www.lfcc.on.ca/children_exposed_to_domestic_violence.html

The Respect Library

http://www.respect.uk.net/cgi-bin/search.cgi?q=domestic+violence&search_submit.x=5&search_submit.y=6

Fathers

For general information and support

Think Fathers campaign: www.think-fathers.org

The Fatherhood Institute: www.fatherhoodinstitute.org

The National Academy for Parenting Practitioners: www.parentingacademy.org

The Fatherhood Resource Centre: www.fathersplus.org

The Commissioning Toolkit database: www.commissioningtoolkit.org

The Children's Society: www.childrenssociety.org.uk

Families Need Fathers: www.fnf.org.uk

Working with Men: www.workingwithmen.org

Sowing Seeds: www.sowingseeds.co.uk

Fathers Work Family Research: www.fathersworkfamilyresearch.co.uk

Fathers Plus: www.fathers-plus.co.uk

European Fatherhood: www.european-fatherhood.com

For sector-specific guidance

Sure Start: www.surestart.gov.uk/_doc/P0002367.pdf

ContinYou:

<http://www.continyou.org.uk/>

The Pre-School Learning Alliance:

<http://www.pre-school.org.uk/fathers/>

The Trust for the Study of Adolescence:

www.youngfathers.net

Together for Children:

www.togetherforchildren.co.uk

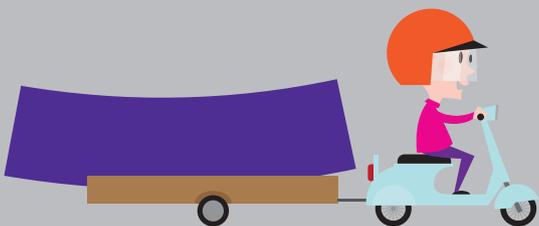
Barnardos Babyfather Alliance:

<http://www.barnardos.org.uk/babyfather>





PIP: Parenting Implementation Project



A commitment from
The Children's Plan



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The 18 PIP Local Authorities

