

# Relationship-based practice:

## How agencies help families in Brighton & Hove

### The Seven Cs

#### 1 Continuity



**Continuity** of relationships between practitioners and families wherever possible, so families can have the same worker throughout our processes

#### 2 Consistency



**Consistency** of relationships between teams and families, so families are supported by a multi-agency team who know them not just a worker

#### 3 Collaboration



**Collaboration** across multi-agency professional networks, so that workers share skills to make a difference for families

#### 4 Change



Multi-agency practitioners seeing their role as helping families to achieve the **changes** they want to make

#### 5 Culture



BHSCP and its multi-agency partners supporting a learning **culture** and space for reflective practice so practitioners feel skilled and valued

#### 6 Confidence



A transformation of the professional cultures in Brighton & Hove to relational ones that inspire trust and **confidence**

#### 7 Curiosity



Using the strength of relationships to have open and honest conversations to support change for children and families.

### Our Commitments

1

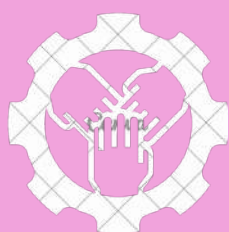
All agencies in Brighton & Hove working together



To embed continuity, consistency and collaboration, by developing how all agencies in Brighton & Hove work together to help families to achieve safe and stable family lives and reduce the harm experienced by children.

2

Containment for practitioners



To provide containment for practitioners so that staff feel supported, this will be achieved by making sure our supervision and management oversight is working using BHSCP systems of support and subgroups appropriately.

3

Inclusion and anti-oppressive practice



Making sure that relationship-based practice values individuals' unique identities and challenges oppression by embedding anti-racist practice, coproduction and equalities, diversity and inclusion work.

4

Leadership



To provide systemic relationship-based leadership to ensure effective support for service to improve outcomes for children, young people and families.

# Brighton & Hove Safeguarding Children Partnership

## Vision for Family Help

### Relationship-Based Practice

Our model of Family Help is underpinned by relationship-based practice and the idea that a professional's relationship with a family is the most powerful tool to facilitate change. Relationships, when they are trusting, empathetic and authoritative, can be reparative. We believe, that when professionals feel safe and supported, they can use a range of approaches and interventions, depending on the family's specific circumstances to support change. Relationship-based practice recognises the individual's unique circumstances and identity and should address discrimination and oppressive practice. The principles of continuity of relationships and collaborative working fundamental to the Team Around the Relationship underpin the professional's role. The approaches identified below are consistent with relationship-based practice and under our model of practice; they should inform how professionals support families from the beginning to the end.

#### Strengths Based Approaches

Supporting individuals to recognise the resources they have at their disposal which they can use to counteract difficulties. A commitment to using knowledge, skills, theories, and methods that attend to risk but from a strength-based perspective – including Motivational Change Theory, MI, and Solution Focussed approaches.

#### Systemic Practice

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

#### Trauma Informed Practice

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

#### Attachment

Understanding the impact of early relationships on child development, how attachment strategies develop in different parenting contexts and how this affects behaviours and communication across the life course.

### BHSCP Training

BHSCP offer a full programme of training to practitioners across the multi-agency system in Brighton and Hove. BHSCP are committed to the on-going development of professionals and their practice across all agencies.

BHSCP training is free of charge for statutory partners including staff from children's social care, health organisations, police, local authority school staff, foster carers, community & voluntary groups, probation, and all early years practitioners who are working in Brighton and Hove. Bookings via your Learning Zone account.

BHSCP training courses are also available for staff from private organisations, and independent schools and colleges - some full day courses and selective briefings will be charged at £120 per person from 1 April 2024. Contact [BHSCP@brighton-hove.gov.uk](mailto:BHSCP@brighton-hove.gov.uk) for charging details.



# Relationship-based practice: Community of practice



**Join the new community of practice for supporting relationship-based practice across all agencies**

## Together, we have already achieved:

- ✔ A joint model of relationship-based practice for social work and Family Hubs
- ✔ Set up reflective practice groups for social workers, Family Hubs and Designated Safeguarding Leads
- ✔ Delivered multi-agency training



## We need your help:

- ✔ Join our community of practice
- ✔ Share relationship-based practice in your agency
- ✔ Be a voice for practitioners in the model

# Join us!

**Quarterly meetings  
from summer 2024**

**Email:  
[familyhubs@brighton.hove.gov.uk](mailto:familyhubs@brighton.hove.gov.uk)**