

SLOUGH BOROUGH COUNCIL

REPORT TO: Education and Children's Services Scrutiny Panel
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PART I

FOR INFORMATION

PARENTING IN SLOUGH – A MULT I-AGENCY STRATEGY

1. Purpose of Report

This report provides an update of the work underway as part of the Multi-Agency Parenting Strategy for Slough.

The report provides a more detailed overview of the key areas of development including the:

- Finalisation of the multi-agency Parenting Strategy for Slough
- Implementation of Slough's Parenting Offer
- Continued roll out of training opportunities across the system.

The multi-agency parenting strategy has been published and available on the Slough Borough Council website (see appendix 1)

2. Recommendation(s)/Proposed Action

The committee is asked to note and comment as appropriate on the work that has been undertaken amongst key stakeholders and partners to develop the multi-agency strategy.

3. The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan

The [Slough Joint Wellbeing Strategy](#) (SJWS) is the document that details the priorities agreed for Slough with partner organisations.

3a. Slough Joint Wellbeing Strategy Priorities

The Slough Joint Wellbeing Strategy aims to improve the health and wellbeing of the local community and reduce inequalities for all ages across the borough. It uses the JSNA as its evidence base. *Priority 1: Protecting vulnerable children. Additionally the Parenting Strategy has a focus on Improving the wellbeing of slough's residents (parents, carers & families), so links to the priority 3.*

3b. Five Year Plan Outcomes

The work of the Multi-agency parenting strategy contributes to the following outcomes in the Council's Five Year Plan: <http://insite/media/3558/five-year-plan-2019-2024.pdf>

1. *Slough children will grow up to be happy, healthy and successful*
2. *Our people will be healthier and manage their own care needs.*

4. **Other Implications**

(a) Financial - There are no financial implications

(b) Risk Management- None

(c) Human Rights Act and Other Legal Implications - None

(d) Equalities Impact Assessment - None

(e) Workforce: Following an initial 6 month secondment for a Strategic Parenting Officer which concluded March 31 2020, the offer is now overseen by a senior coordinator in the Early Help Hub.

5. **Supporting Information**

Background to the development of Slough's Multi-agency Parenting Strategy

- 5.1 The national emphasis on Parenting is driven by statutory guidance such as *Working Together* (2018), alongside evidence from research such as the Allen (2011) and Munro (2011) reviews, and fits within the context of the national Troubled Families programme (known in Slough as The Strengthening Families programme). The strategy also recognises evidence which supports the claim that good quality parenting can help to address the structural causes of poverty, and is one of the key elements of sustaining families' social mobility (All Parliamentary Group Report, 2015).
- 5.2 Government guidance requires local authorities to adopt a multi-agency approach to supporting parents and families and promoting inter-agency co-operation to improve the welfare of children. Services should also focus on improving family functioning and building the family's own capacity to solve problems; this should be done within a structured, evidence-based framework (*Working Together* 2018).
- 5.3 Our local data taken from the Joint Strategic Needs Assessment, 2018 (JSNA) and Slough Joint Wellbeing Strategy 2016-2020 provides a strategic overview of trends in Slough, and a clear understanding of the factors that influence local needs of parents and families.
- 5.4 Some of the cross cutting headlines relevant to Early Help include the following:

With a population of approximately 149,000, Slough Borough Council (SBC) is made up of a significantly younger than average population compared to any of the south east local authorities – approximately 42,589 (**28%**) under 18s.

• **39.2%** of all households contain dependent children - this is the third highest proportion across England and Wales.

- Slough is one of the most ethnically diverse areas outside of London with **44.4%** of the population identifying as White British or White Other, **39.7%** Asian or British Asian, **8.6%** Black or Black British, and **3.4%** as mixed heritage.
 - Slough ranks 78 out of 152 for deprivation amongst upper tier authorities. **18.5%** of children under 16 live in low-income families in Slough.
 - Compared to the South East, Slough has relatively low employment (**78.5%**) and high economic inactivity (**22%**).
 - At **5.4%**, family homelessness is significantly worse in Slough than national (**2.4%**) and regional (**2%**) averages.
- 5.5 Across Slough, parenting has been identified as a priority and is a recurring theme in the majority of Strengthening Families and Early Help cases. In addition, feedback from schools in recent audits identified parenting as a significant issue. Parents within the Strengthening Families programme often manage a range of issues that are likely to affect their inter-parental relationship and their parenting capacity.
- To date, we have successfully trained 20 practitioners from various roles across the Borough including SCST, EH, Local Safeguarding Partnership Board, Getting Help Team (BHFT), Homestart, Montem Academy, Lynch Hill Primary, St Ethelberts, Lea Nursery, SEBMAT and the NEET team. As a result, course delivery will start at the end of April 2021.
 - Training for Cohort 2 will begin at the end of April 2021 building further capacity across the system
 - In addition, 6 members of the Early Help team are being trained in Parenting Interventions at the University of Reading and will be ready to deliver the Incredible Years Programme from September 2021
- 5.6 From April 2015 to March 2020 – Slough had successfully worked with 877 families under the Troubled Families Programme who have all made sustained and significant progress during their interventions with Early Help and / or the Slough Children’s Services Trust.
- 5.7 From April 2020 to March 2021 – Slough has met its (Government set) yearly target of working with 211 families under the Strengthening Families Programme (formerly Troubled Families) with each family making sustained and significant progress following intervention.
- 5.8 All 211 families under the programme presented initially with ‘child in need’ issues however a secondary issue or more was also detected in all families. These secondary issues were mainly around health (39%) and/ or domestic abuse / parental conflict (39%) in the family household followed by concerns around ‘improving living standards’ (14%), ‘staying safe in the community’ (5%) and ‘getting a good education/ skills for life’ (3%).
- 5.9 Additionally, based on data for April 2020, the Slough Children’s Services Trust – Front Door received 751 contacts relating to children and of those contacts 316 (**42%**) could be classed as issues caused by parental factors (DA against parent/carer, abuse / neglect) and behaviour (Socially Unacceptable Behaviour).

5.10 Parenting in Slough – A Multi-agency Strategy, relates to families with children aged 0-25 (including SEND) and essentially aims to drive good professional practice and improve outcomes for families and parents in Slough. The strategy sets out our vision, the local and national agenda, our parenting offer, and what we are aiming to achieve (our priorities) in Slough. The Strategy is available at appendix 1 –:

5.11 The strategy action plan (available at Appendix 2) has been established with key partners/stakeholders and outlines the key actions and processes to ensure the successful implementation of the strategy/parenting offer.

5.12 **Key Priorities for Implementation**

- **Early intervention and Prevention** - Resources will focus on meeting families' needs at the earliest point. The purpose of the parenting offer is to deliver the right level of parenting support to parents who require it at the earliest possible time, before problems and issues become entrenched. By supporting parents early, it is anticipated that outcomes will be more positive, ultimately reducing the need for statutory involvement/intervention.
- **Co-ordinated Multi-Agency Approach** – A co-ordinated and integrated approach to service delivery is planned to support parents, carers and families. Partner agencies will share information and best practice to ensure a holistic parenting offer is provided in Slough. We are developing referral pathways and processes for parents/carers, ensuring that access to support is timely and appropriate. Service delivery will utilise the skills and expertise of practitioners across services to match delivery with individual expertise and need.
- **Quality Standards** – Clear, consistent quality standards for family and parenting support is being established. Practitioners are being trained as Train the Trainer for nationally recognised evidence based programmes. Service delivery will be quality assured to ensure a continuum of desired standards. We will ensure that that support is needs-led rather than being responsive to availability. We are developing a quality standards framework for Slough which contains a core set of competencies and knowledge/skills/experience for workers.
- **Participation** – Wherever possible parents and carers will be involved in the planning and delivery of services. We intend to involve families in the decisions made about their support, to increase their level of participation with services, and ensure that interventions offered are relative to their needs. Families' experiences and opinions are essential to achieving effective feedback. By taking a 'whole family' approach, the voice of the child and family will define the effectiveness of our service delivery and the development of our future provisions.
- **Accessibility and Engagement** – A needs led approach is key to delivering appropriate and effective provisions. We are sourcing a range of methods to ensure families can access the entirety of the support provision, especially families with complex needs or who are hard to reach through traditional

approaches. For example, providing transport and access to childcare services, ensuring provisions offered are run at suitable times of the day and accessing translation services where required and in order to deliver under the current COVID restrictions, training has been delivered to practitioners online with a plan to deliver online and also face to face subject to the implementation of the government's road map.

- **Workforce** – Workers providing family and parenting support will be adequately competent, confident, experienced and qualified. Training for practitioners is relevant, planned, coordinated and appropriately resourced. Practitioners accessing training for evidence based parenting programmes commissioned by SBC, have completed Expressions of Interest (available at Appendix 3) affirming their competencies, experience, skills and commitment to future co-delivery. Management feedback and ongoing support processes are established to improve standards of delivery via A Memorandum of Understanding (available at Appendix 4) which underpins the role, responsibilities, and expectations that partner agencies will be signing up to as part of their commitment to the multiagency parenting strategy.

5.13 Tools used and Guidance resourced to aid the development of the Slough Parenting Offer includes:

- National/statutory guidelines – Parenting as a national priority
- NICE (2011) Guidelines (social learning, attachment, CBT approaches)
- EIF recommendations for evidence based programmes
- Statistical Neighbours Data
- Tried and tested via local authorities (East Berkshire and across the region)
- Audit of current provisions and identified gaps
- Parental feedback.

5.14 A range of evidence-based, accredited and universal parenting programmes have been incorporated into Slough's Parenting Offer forming part of the strategy. The Parenting Offer for Slough in its current form is available at Appendices 5, 6 and 7.

5.15 The illustration below briefly outlines work undertaken to date and plans beyond the current status of the offer:

What's been done (November–December 2019)	We are currently working on: (January–February 2020)	Next Steps - plans / timelines (March 2020 onwards)
<ul style="list-style-type: none"> • Co-funders / co-delivery partners identified • Formation of Parenting Strategy Task & Finish Group • Task & finish group terms of reference & action plan shared • Audit of current parenting provisions in Slough (ongoing) • Distribution of parent survey • Gaps / needs analysis • Commissioning plan for evidenced based/bespoke parenting programmes • Procurement business cases submitted • Development of Slough's parenting offer (universal-targeted provisions) • Draft Parenting Strategy produced • Workforce development plan for co-delivery of provisions 	<ul style="list-style-type: none"> • Development of: referral process / pathway; a single parent screening tool; generic parenting offer 'evaluation tool' • Identification of Parent Champions across services • Roll out of 'Reducing Parental Conflict' training (evidence based) for staff across partner services. Includes Train the Trainer. • Development of Solihull Antenatal online programme • Training schedule for Triple P Train the Trainer programme across workforce • Service Level Agreement to be shared across partners as part of the multi-agency delivery plan • Finalising Slough's parenting offer • Implementation of parent 'drops ins' across Slough's children's centres • Publicity material & webpage development for Slough's parenting offer 	<ul style="list-style-type: none"> • Official launch of parenting strategy / offer & website • Implementation of evidenced based parenting programmes – Triple P, Reducing Parental Conflict, accredited and bespoke programmes i.e. Browns, Family Links etc. (phased implementation). • Implementation & monitoring of: referrals; referral systems & screening process • Implementation of robust monitoring and evaluation processes to assess impact and outcomes of programmes and interventions • Review outcomes (qualitative & quantitative) of provision delivery to measure impact, future development areas • Continued work with multiagency partners & workforce development including Train the Trainer





6. Comments of Other Committees



This work was tabled at ECS, March 2020.

7. Conclusion

- 7.1 The multi-agency Parenting Strategy was developed to drive good professional practice and improve family outcomes across Slough. The strategy sets out our vision, the local and national agenda, our parenting offer and our priorities for implementation.
- 7.2 The Parenting offer was developed to ensure services and support was accessible at all levels – from universal to targeted support and for families with children aged 0-19 (up to 25 for SEND).

8. Appendices

Appendix 1 Parenting in Slough: A Multi-agency Strategy	Parenting in Slough: A Multi-agency Strategy
Appendix 2 Strategy Action Plan	 Action Plan.docx
Appendix 3 Expression of Interest	 Expression of Interest (Triple P) V3.
Appendix 4 Memorandum of Understanding	 Parenting in Slough -Memorandum of Und
Appendix 5 Parenting Offer - A Guide for Practitioners	 Parenting Offer Grid - For Practitioners.do

<p>Appendix 6 Parenting Offer – A Guide for Parents/Carers</p>	 <p>Parenting Offer Grid - Guide for Parents.c</p>
<p>Appendix 7 Parenting Support – Useful Contacts & Online Resources</p>	 <p>Parenting Support - Useful Contacts & On</p>