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Changing the way we think about kinship

A whole system approach to achieving better outcomes

Carol Wassell, Permanence Consultant, CELCIS
• Everyone in the system has a part to play in improvement

• Need a rigorous process for delivering and evidencing improvement
Model for Improvement

What are we trying to accomplish?

How will we know that a change is an improvement?

What change can we make that will result in improvement?

Act

Plan

Study

Do

Source: IHI.org
“Strong evidence for an innovation is necessary but not sufficient to result in adoption”

Mark Freeman 2012 ‘The International Journal of Management Education’

“You can’t impose anything on anyone and expect them to be committed to it”

Edgar Schein, Professor Emeritus MIT Sloan School
For looked after children who have a decision of permanence away from home, by 31st August 2016 90% will have kinship options ruled in or ruled out by their 18 week looked after review.

Source: Aberdeen City Council
Measure 1 – Time taken from referral for Kinship assessment to presentation

Time taken from referral to panel

Measure 2 – children still to get to Panel

When these children are presented to panel they will no longer appear here but in measure 1

Total number of weeks

Picture Source: Carol Wassell
Timely identification and assessment of appropriate carers for looked after children who have a decision of permanence away from home, by 31st August 2016.

90% will have kinship options ruled in or ruled out by their 18 week looked after review.

**Aim**

**Primary Drivers**

- Increase number of children in kinship placements rather than LA placement
- Workers proactively seek out kinship carers, including paternal family
- Robust timely decision making for options and risk appraisal

**Secondary Drivers**

- Choosing the right options for a child's permanent placement
- Use of genograms
- Proportionate assessment of carers

**Specific Changes**

**Ideas being tested**

- Health visitor is contacted to help populate genogram
- SWer in front line team to undertake assessment of prospective Kinship Carers

**Ideas to be developed**

- Parents fill in a consent form – Yes or No
- Early referral to Kinship Assessors at the point the looked after plan is in place
- Trigger to decide S.22 or S.25
- Genogram is presented to the 6 week LAC review
- Trigger at point of accommodation for exploration of parental family

Source: Aberdeen City Council
“This is really innovative. Unfortunately we can’t consider it as it’s never been done before.”

Source: Helen Bevan
The Transtheoretical Model (Prochaska & DiClemente, 1983; Prochaska, DiClemente, & Norcross, 1992)
What have we achieved?

- Suites of data linked to specific aims for children
- Reduction in the time taken for children to reach key milestones
- Improved multi agency working
- Embedding of theoretical based model for improvement
WE CANNOT SOLVE OUR PROBLEMS WITH THE SAME THINKING WE USED WHEN WE CREATED THEM

-Albert Einstein