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for looked after children in Scotland

# Changing the way we think about kinship

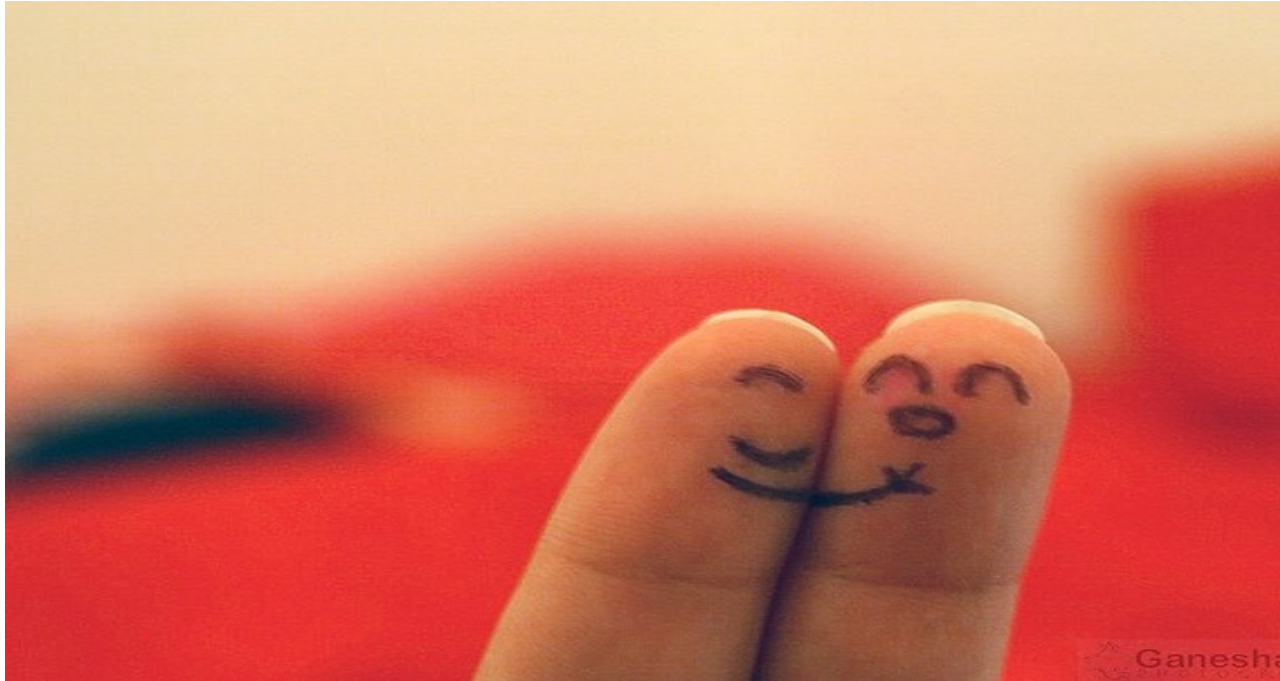
A whole system approach to achieving better  
outcomes

Carol Wassell, Permanence Consultant, CELCIS

[www.celcis.org](http://www.celcis.org)



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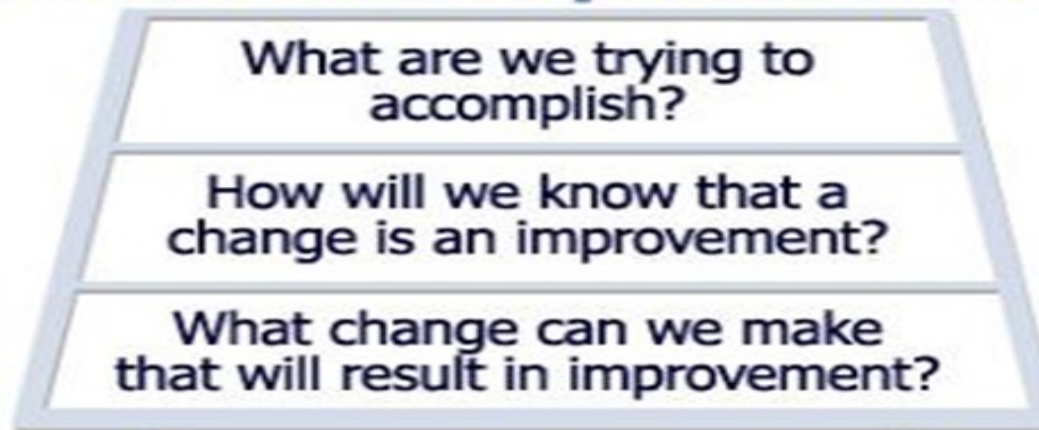


# PACE

- Everyone in the system has a part to play in improvement
- Need a rigorous process for delivering and evidencing improvement



# Model for Improvement





“Strong evidence for an innovation is necessary but not sufficient to result in adoption”

**Mark Freeman 2012 'The International Journal of Management Education'**

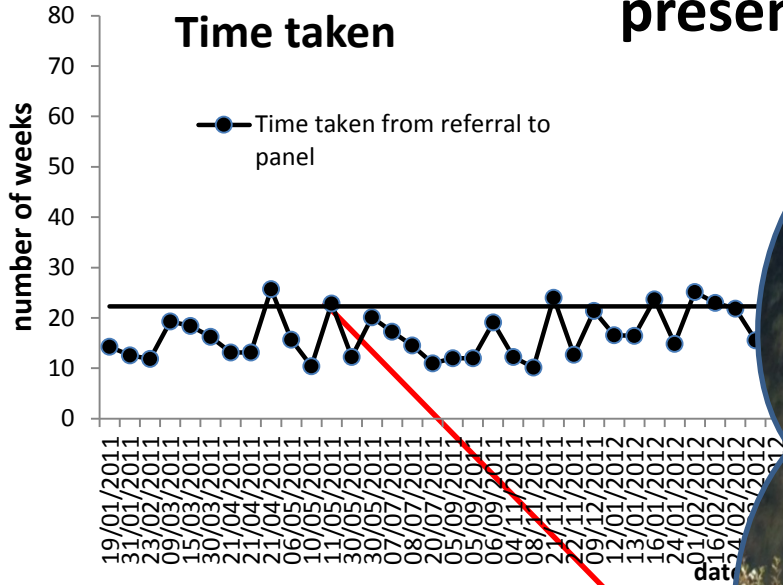
“You can't impose anything on anyone and expect them to be committed to it”

**Edgar Schein, Professor Emeritus MIT Sloan School**



**For looked after children who have a decision of permanence away from home, by 31<sup>st</sup> August 2016 90% will have kinship options ruled in or ruled out by their 18 week looked after review**

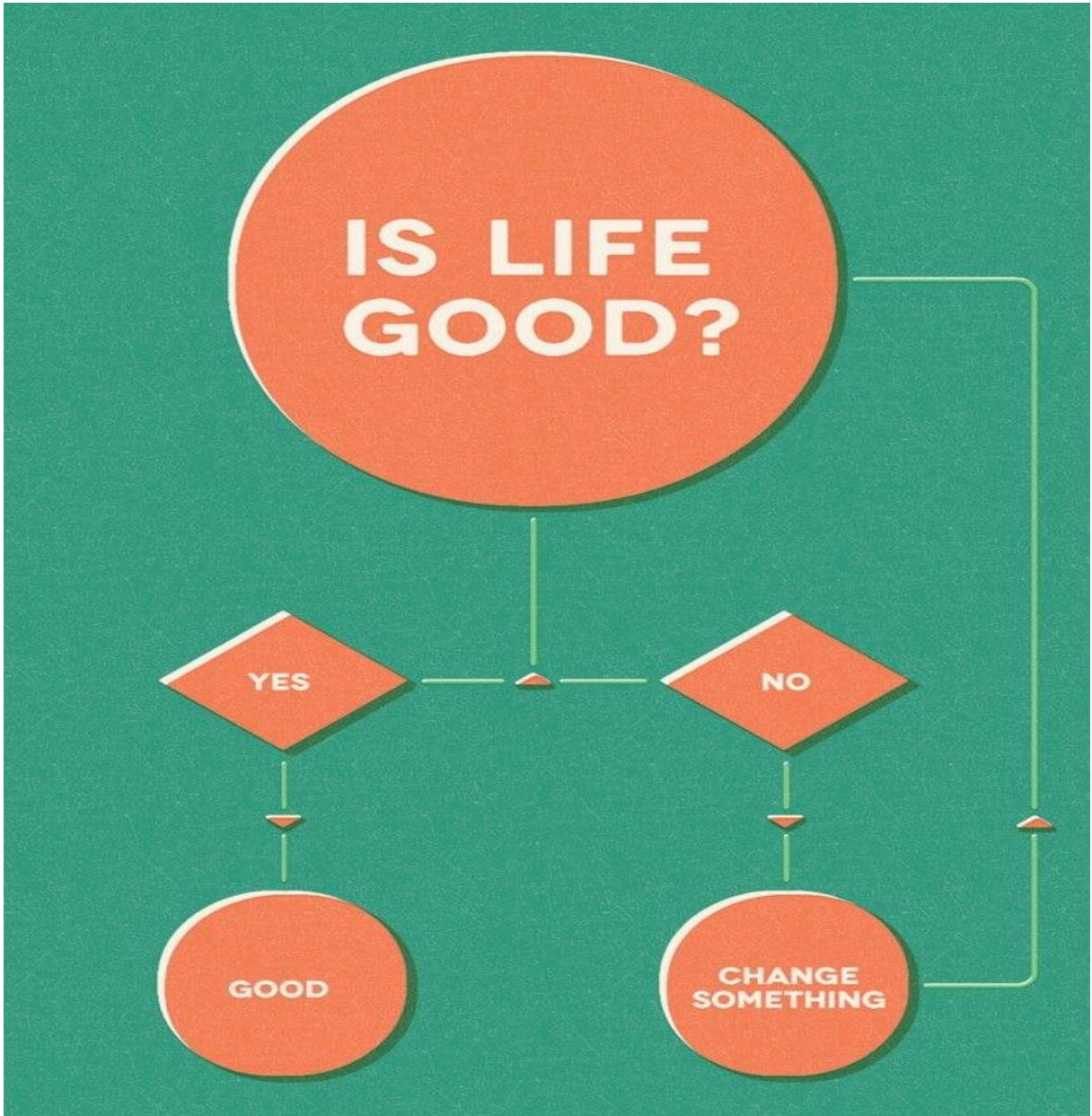
# Measure 1 – Time taken from referral to presentation



## 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





Source : Pinterest

## 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

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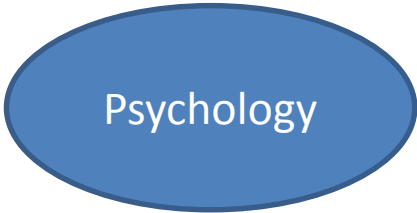


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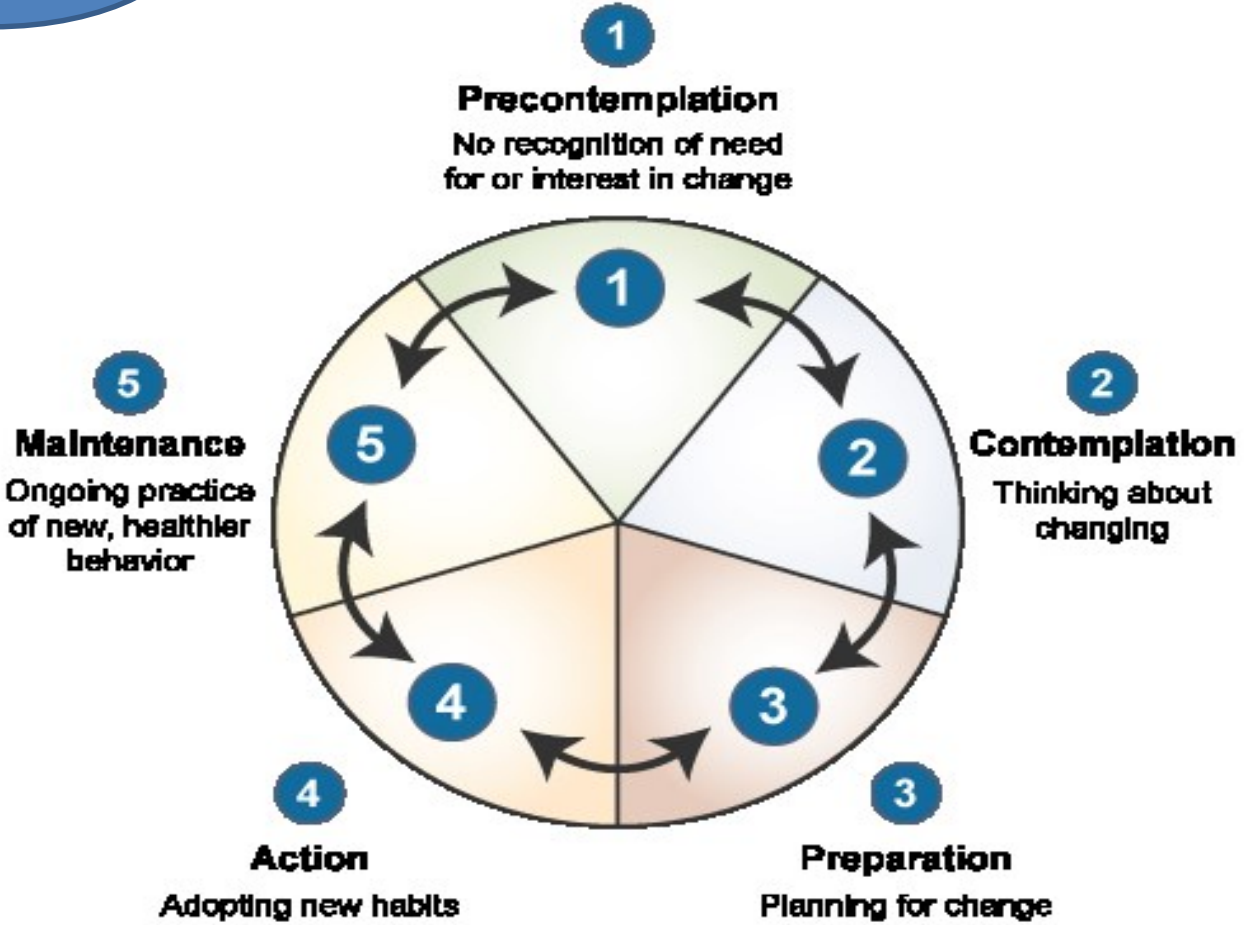
“This is really innovative.  
Unfortunately we can't  
consider it as it's never  
been done before.”

**Source: Helen Bevan**

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# Transtheoretical model of change



The Transtheoretical Model (Prochaska & DiClemente, 1983; Prochaska, DiClemente, & Norcross, 1992)



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# 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



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WE CANNOT SOLVE OUR PROBLEMS  
WITH THE SAME THINKING  
WE USED WHEN WE  
CREATED THEM  
-Albert Einstein

