

Signs of Safety Newsletter

2nd Edition – October 2016

Welcome and Update

Welcome to our second Signs of Safety newsletter. As you will all be well aware there has been a tremendous amount of activity across the borough in relation to Signs of Safety since our first newsletter in April.

One of the key areas of focus has been getting the messages out about a) what Signs of Safety is and b) why and how we are implementing it in Enfield. Our approach to doing this has been multi-pronged;

- We have delivered short SoS briefing sessions across the borough to a wide range of professionals from many different agencies. To date at least 600 staff have attended one of these workshops.
- We have added a Signs of Safety Half Day Workshop to the ESCB Training Programme.

This is aimed at professionals outside children's social care who need to know more about the model, particularly those who attend Child Protection Conferences. You can book yourself onto one of these courses via the [ESCB website](#).

- Another 60 professionals, predominantly social workers, but also safeguarding leads from other agencies, have attended the Signs of Safety two day training course delivered by an accredited Signs of Safety Trainer. In the middle of October we are hosting two more of these sessions which will mean that by Christmas a total of **180** Enfield staff will have attended a 2 day session.
- In December we are very pleased to be hosting a 5 day advanced training course again delivered by Signs of Safety accredited trainers. Up to 30 Enfield staff will be joined by colleagues from Haringey and Merton to receive this really important session which will mean we will have very strong Signs of Safety knowledge and expertise across all areas of Children's Services.
- For new Social Workers or those who haven't been able to attend one of the above sessions yet we have put on two one day courses internally to ensure everyone understand the theories which underpin the model and practicalities of how we are implementing it in Enfield. If you haven't attended any SoS Training yet and would like to please visit the [website](#) and/or email us escbtraining@enfield.gov.uk. We want everyone in Enfield to know as much about the model as possible!

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What's working well?

Since the summer we have been gradually introducing the model across the borough and specifically into our Child Protection conferences. Many of you will have already attended a conference where the model is being used and will have seen how our CP chairs are working hard to ensure the conferences run smoothly and collaboratively all the while focusing on the model's three core principles;

- Constructive working relationships
- Thinking critically
- Rigorous analysis and greater depth of practice

We have changed a number of our forms and templates, both single agency and multi-agency, to ensure they fit with Signs of Safety and are continuing this process making sure that we are changing LiquidLogic, the Children's social care IT system, at the same time. If you work for Enfield and have access to the *Children's Noticeboard* you can see templates and process documents as well as a wide range of other useful Signs of Safety documents and tools (including these newsletters) Simply click this link; [Signs of Safety in the Children's Noticeboard](#) If you can't access this folder remember you can still get updates and information from the dedicated [ESCB Signs of Safety webpage](#).



What you are saying

Practitioners from across the borough have been putting Signs of Safety into practice in their service areas. We asked for some feedback on how you're getting on and already received some great responses; We will put some more in our next newsletter

"The IRO's dedicated their annual development day to Signs of Safety. They looked at how they all deliver conferences, agreeing a format for delivery in order to streamline and ensure consistency between them. The day was well spent it afforded the IRO's the time to reflect on their individual styles and discuss best practice when applying SoS principles within case conferences".

Maria Anastasi – Service Manager and LADO Safeguarding and Quality Service

'We have adapted our supervision template so that we look at the signs of safety questions for each case and how this then links to our outcome plan and we have applied SOS to the Change & Challenge team action plans'

We are in the process of creating a SOS & C&C programme 'Early help action plan' for TAFs that we aim to distribute to all services across the borough'

Katie Rose – Change & Challenge Team Manager

'I'm already incorporating Signs of Safety into the analysis section when completing a case supervision on file and is working well!'

Luis Herrero – Adolescents & Leaving Care Team Manager

Welcome to SAM SEDDON – Our New Signs of Safety Practice Lead

We are very pleased to announce that Sam Seddon has been appointed to the position of **Signs of Safety Practice Lead**. Sam will have responsibility for driving forward our implementation, working closely with practitioners and managers to help truly embed SoS principles and practice. Amongst other initiatives Sam will facilitate regular Practice workshops which will bring together professionals from across the borough to discuss, share and reflect on all things Signs of Safety. More details will be available soon..



'A little bit about me. I have been a qualified social worker since 2009 and working in Enfield Children's Services since 2010 in the Joint Service for Disabled Children.

I have been using elements of the SoS approach in my work with children, young people and families over the past couple of years having come across the approach when completing practice educator, teaching and assessment award. I am passionate about the capacity for purposeful and clear social work practice to deliver positive changes in the lives of the children and families with whom we work.

In Enfield we have developed a learning organisation that encourages continued professional development for the work force with expectations that all children deserve to have highly skilled social workers. The commitment towards the implementation of Signs of Safety is a further demonstration of this vision.

I am recently returned from the 5 day advanced SoS training. It was a wonderful opportunity to learn about the whole system implementation of SoS. The training was delivered by the co-founder of SoS Andrew Turnell and the UK lead Viv Hogg. In addition to the intense, emotional and in some ways provocative training there was the chance to speak to practitioners from around the UK and hear the 'SoS journey' taken by different local authorities. There has been great progress over recent months in Enfield and I am looking forward to supporting the development of the approach. We have made a start with SoS being implemented in the Child Protection process and I am excited about the adaptability of the SoS approach to include, Signs of Well-Being in the Early Years and Child in Need settings, and in the Looked after Children process with Signs of Success.

Lastly I am looking forward to spending time learning more about the workings and practice of the different agencies within the borough. This will also involve close work with partner agencies in early years, health, education, police, YOT, probation, adult services and of course IT. Crucial to our success will be the role of the SoS Practice Leads in agencies in modelling and sharing the learning of the approach. I will update you with sharing the challenges and celebrating the successes of the SoS journey'

What Needs to Happen?

Getting the IT right

We are pleased with the progress we are making but are well aware that there is a long way to go to truly embed the Signs of Safety model in Enfield. Along with the practice and process elements we need to focus on getting the IT right. At present, as those of you who have attended a conference at Charles Babbage House recently will know, we have been using a mixture of flip chart and 'sticky' paper to ensure everything that is discussed in the conference is captured visually for all to see and understand. We are exploring ways of doing this in a more 'hi-tec' way and have been working with colleagues from our corporate IT team to see whether we can use a Microsoft Surface Hub which is a very clever piece of kit which allows you to handwrite or type directly onto a very big screen and then store what you have written afterwards. We are making progress and should be trialling the hub very soon.

As you may know we are also keen to introduce audio recording equipment and have recently been trialling this in a number of meetings with positive results. Watch this space for further updates.

We want to hear from you. If you have any ideas, questions or comments or if you would like to request a Signs of Safety briefing for your service or agency please email: local.safeguarding.children.board@enfield.gov.uk
We are also keen to hear and share your experiences of using Signs of Safety in your workplace.

For more information, resources and tools visit the [ESCB Signs of Safety webpage](#) and Signs of Safety's own website <http://www.signsofsafety.net/>

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