

## Pre Birth Strategy Theory of Change Action Plan Template

**Consider:**

- Findings and suggestions within thematic audits, RIP briefings, research, reports from focus groups, and other thoughts and ideas.
- What we STOP, START, SUSTAIN or AMEND doing. Where something is working well, is any of the good practice behind it transferrable. Ensure actions are specific, measurable, attainable, relevant, time-based.
- Legislative requirements for single agencies, information governance and need for data protection impact assessments or change to policies.
- Assumptions, risks, inputs and anything in our context (e.g. Covid-19 or changes in partner organisations) that may be happening in the future that will impact. The last column is important to understand and address any risks to completion and ensure we have the right resources to make this happen.

**Our top 3 priorities from those listed below:**

1. Children’s plans being confirmed prior to their arrival
2. Multi-agency Assessment pack to be completed
3. Including Fathers in assessment and planning

What do we want to achieve? Why?	How will this be different? (What will the impact be?)	How are we going to make this happen? (Specific Actions)	Timescale	What do we need to consider? (Assumptions we are making, Risks, Other factors, inputs inc resources)
Undertaking sensitive, trauma informed assessments in the pre-birth period with families when they are referred into Children’s Social Care for a pre birth assessment.	<ul style="list-style-type: none"> <li>• Families will report feeling heard and understood in the pre-birth process.</li> <li>• Our assessments will consider parents own experiences of being parented and we will better understand their capacity to safely care for a baby’s holistic needs, as well as meeting their basic physical needs.</li> <li>• Parents’ experience of the pre birth process will be more positive.</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure Champions are identified who have completed for Baby’s Sake Training to support social workers in completing pre birth assessments in a trauma informed way.</li> <li>• Consider language used and information given to parents about the pre birth process</li> <li>• Training for SW which highlights the need to consider parents’ own childhoods and experiences.</li> <li>• Ensure appropriate tools and resources are used to gather appropriate information to analyse it, e.g. schedule, needs Jigsaw.</li> <li>• Utilise expertise of Strengthening Families and FNP workers to prevent Parents repeating themselves</li> <li>• Hope Boxes and privacy with a trauma informed approach from maternity care to support parents who have children removed from their care</li> </ul>	<p style="text-align: center;">Aug 2022</p> <p style="text-align: center;">Completed and to be repeated quarterly</p> <p style="text-align: center;">June 2022</p>	<ul style="list-style-type: none"> <li>• Competing demands on social workers’ time, need to ensure training is manageable.</li> <li>• Ensure Champions are across teams and able to fulfil their role and it is clear what it is</li> <li>• Turnover of social care staff – ensuring training is repeated regularly to continue capturing the audience</li> </ul>
For families to have a good understanding of the role of all involved professionals and options for services and support long-term.	<ul style="list-style-type: none"> <li>• Families will be clear about why each professional is involved with them</li> <li>• Plans will be clear and specific</li> <li>• Lack of duplication for professionals</li> <li>• Families will receive the right support from the right people</li> </ul>	<ul style="list-style-type: none"> <li>• All professionals to design a service profile that can be provided to families within an assessment pack</li> <li>• Assessment pack to be shared with all families receiving SW intervention</li> <li>• Explainer videos/website to be explored in the future to enable inclusion of Parents who may not be literate</li> <li>• Strengthening Families and FNP to attend full service meeting to inform SWs of the difference in their services</li> <li>• System map to be devised</li> </ul>	<p style="text-align: center;">July 2022</p> <p style="text-align: center;">Dec 2022</p> <p style="text-align: center;">July 2022</p>	<ul style="list-style-type: none"> <li>• The changing off/criteria of services and ensuring these are kept up to date</li> <li>• Parents abilities to read and comprehend the information provided</li> <li>• Ensuring all SWs have access to this given the hybrid way of working and not always being office based prior to visits</li> </ul>

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<p>Assessments and intervention being completed without delay including involving extended family and friends at an early stage to enable maximum opportunity for demonstration of change and careful planning.</p>	<ul style="list-style-type: none"> <li>Families will receive the outcome of their assessment no later than 36 weeks gestation and have time to process this</li> <li>Plans will be made in advance of baby's arrival for any alternative Carers or intervention to support Parents</li> <li>Birth planning meetings will become embedded for a multi-agency plan prior to baby's birth including midwifery services</li> </ul>	<ul style="list-style-type: none"> <li>Referrals will be received as early as possible</li> <li>Pre-birth assessments to be allocated to a SW within 24 hours of referral being screened</li> <li>Checks to made at the outset to confirm if FNP or SF are involved and if not to link in with Universal Health services</li> <li>Assessment schedules to be completed at the outset to plan a timely assessment with the Parents</li> <li>Consideration to refer for Family Group conference at the outset</li> <li>Pre-birth assessment will be completed within 45 working days</li> <li>Practice Manager oversight on each pre-birth at working day 15</li> <li>For assessment not going to LGW consideration for referral to Early Help within the assessment period</li> <li>Legal Gateway to be booked early and case presented no later than 22 weeks gestation if pre-proceedings is being considered</li> <li>Legal Gateway review no later than 35 weeks if in pre-proceedings to enable timely decision making</li> <li>Triax GM protocol to be updated</li> <li>Salford's internal pathway and procedure to be updated and stored</li> </ul>	<p>All to be effective immediately following training to the workforce</p>	<ul style="list-style-type: none"> <li>Waiting list for FGC</li> <li>Late notification pregnancies</li> </ul>
<p>Working in partnership with Parents throughout the assessment wherever possible to maximise engagement and achieving shared goals.</p>	<p>The family will feel they have an input and element of control/choice about when or where assessment sessions take place to help them feel comfortable and present the best version of themselves rather than feeling unsure and self-sabotaging.</p>	<ul style="list-style-type: none"> <li>Including the family in devising the assessment schedule</li> <li>Utilising the input of FNP or SF worker to support Parents to identify their support network</li> <li>Parents having meaningful contribution to the birth plan e.g. if baby isn't going home with them how would they like that to be done?</li> <li>Roll out of Family Partnership Model as Salford's overarching approach</li> </ul>	<p>Aug 2022 (following Baby's Sake training)</p>	<ul style="list-style-type: none"> <li>All social workers being in receipt of this information given staff turnover etc</li> <li>Social Workers committing to the FPM training</li> <li>Pre-birth Champions having capacity to share the value of this</li> </ul>
<p>To ensure Father's are not overlooked or marginalised within the assessment process, whether Parents are in a relationship or not. This will ensure every child has the best opportunity of their whole family network being explored and included in their plans.</p>	<ul style="list-style-type: none"> <li>Dad's voices will be clearly heard within assessments</li> <li>Father's will understand their role and importance of this</li> <li>Father's will be included in any future plans and feel valued</li> </ul>	<ul style="list-style-type: none"> <li>Tom Cole to facilitate a lunchbowl (inc Dad's Matters)</li> <li>Dad's Matters information to be gathered and shared</li> <li>Training to be delivered to the workforce focussing on the importance of this</li> </ul>	<ul style="list-style-type: none"> <li>July 2022</li> </ul>	<ul style="list-style-type: none"> <li>Attendance of SWs can be inconsistent at lunchbowls (<i>could this be recorded?</i>)</li> </ul>

