

Corporate Parenting Panel

31 March 2023

Annual Performance Report 2021/2022:

The Full Circle



Report of Michelle Summerbell, Full Circle Team Manager, Durham County Council

Electoral division(s) affected:

Countywide

Purpose of the Report

- 1 This report outlines the activity and development of the Full Circle Service covering the period from April 2021-March 2022

Executive summary

- 2 The past year has proved yet again to be very busy for The Full Circle team with lots of developments and many competing demands upon staff time, in respect of a focus on the importance of trauma informed approaches to practice.
- 3 The Full Circle have worked hard to support trauma informed approaches to practice throughout Children's Services and in our journey to become more financially sustainable longer-term through offering traded services to other local authorities.
- 4 Despite ongoing COVID restrictions over the last financial year, the Team have continued to provide a flexible and adaptive service to ensure continuation of therapeutic services to children and their families and to provide consultation, training and support to parents, carers and a range of professionals.

Recommendation

- 5 Members of the Corporate Parenting Panel are recommended to:
 - (a) note the contents of this report

Background

- 6 The Full Circle is a specialised, integrated children's mental health service for children who are looked after, children in need and adopted children, who have experienced complex trauma through neglect and abuse.
- 7 Durham County Council is unique in that it has employed a therapeutic team since 1995 in order to meet the mental health needs of the children and young people being supported by the Local Authority.
- 8 The Full Circle provides therapeutic support directly to children and young people, their families and carers, and offers consultation and training to parents, carers and a wide range of professionals.
- 9 The Full Circle is licensed to provide the NSPCC post sexual abuse programme 'Letting the Future In', so that children in Durham do not have to travel out of county for this support.

Staffing

- 10 Staffing has continued to remain stable over the last year with all permanent posts remaining filled up to the end of the financial year. Staffing levels have been at - 1x Team manager (TM), 1x Social Work Consultant (SWC), 1x Enhanced TSW Practitioner (EP), 6.5 x FTE Therapeutic Social Workers (TSW's), 1x Consultant Clinical Psychologist (CCP), 1x Clinical Nurse Specialist (CNS).
- 11 Temporary posts – in addition to core staff, x 2 temporary TSW posts (recruited to in 2020 via MTFP monies to increase the income generating possibilities within the Full Circle) continued. However, in quarter 2, one temporary staff member moved on to alternative employment. It was agreed that due to the remaining time of funding and the cost of therapeutic training for a new staff member, that this post would be frozen until the end of March 2022. It has been agreed that only one of these posts will continue in the 2022-2023 financial year and will be fully funded by our Traded Services element.
- 12 MTFP monies also enabled 1x commissioning officer/business manager to be recruited to support in establishing new processes and reviewing those in existence to increase the efficiency within Full Circle. This post ceased at the end of March 2022, having successfully achieved its aim.
- 13 During quarter 2, 1x therapeutic social worker commenced maternity leave and in quarter 4, another therapeutic social worker also commenced maternity leave. This has resulted in the Team working with reduced capacity.

- 14 At the end of quarter 4, the Service Level Agreements have had to be reconsidered for both the TEWV Consultant Clinical Psychologist (CCP) and TEWV Clinical Nurse Specialist (CNS). The CNS opted to retire and return and returned in April 2022 on reduced hours (28.5 hours). The CCP also fully retired at the end of Quarter 4. A replacement has been appointed following a successful recruitment episode in quarter 1.

Governance and multi-agency involvement

- 15 The Full Circle sits under the umbrella of Countywide Specialist Services.
- 16 The Full Circle therapeutic service is integrated with CAMHS (Child and Adolescent Mental Health Service) and the Consultant Clinical Psychologist and Clinical Nurse Specialist are both employed through TEWV (Tees, Esk and Wear Valley) NHS Trust, with their posts in Full Circle funded by the Local Authority. This has allowed additional skills and enhanced services to be provided. During quarter 3, arrangements were made for the Team Manager to be part of weekly SPA (Single Point of Access) CAMHS huddles to support closer working and the identification of the most appropriate services, both for children and young people in Durham and those in Durham who can access traded services from Full Circle.
- 17 The SWC is a member of the Adoption Panel and has provided a valuable link for those families adopting Durham children and we have also had involvement in the development of the Regional Adoption Authority which brought in additional funding.
- 18 We place children and young people at the heart of our work and therefore their views are vital. We value the contribution they make to our service through feedback and discussion. During 2021-2022, we developed x2 feedback groups – one consisting of parents/carers and the other, young people. We also actively involve young people and carers in recruitment episodes. In addition, groups of young people have been involved in other aspects of Full Circle service development, assisted by the Investors in Children (IIC) Team. This also supports ongoing renewal of this award to highlight how child focussed Full Circle are as a Team.
- 19 The Full Circle and Virtual School (VS) have continued to collaborate this financial year to successfully extend a pilot scheme aiming to improve the educational outcomes for children who are looked after. A Service Level Agreement was created to formalise this arrangement.

20 The Full Circle leadership team and staff sit on a variety of multi-agency working groups, including:

- (a) Self-harm task and finish group
- (b) Mental Health Lessons Learnt group
- (c) MHST (mental health support team) overview and advisory group
- (d) Mental Health sub-group
- (e) Clinical Nurse group
- (f) Looked After Health Assessment working group
- (g) Therapeutic provision in schools' task and finish group
- (h) DfE Adoption Support Fund users' group
- (i) Emotional well-being locality forum working group
- (j) Emotional well-being locality working group
- (k) Voice and Change Champion - Network and Participation and Engagement Toolkit sub-group
- (l) Voice and Change Champion - Network meetings
- (m) Virtual School review group
- (n) County Durham Network meeting (Harrogate & district NHS Foundation Trust)
- (o) Unaccompanied Asylum Seekers Group
- (p) Harmful Sexual Behaviour (HSB) task & finish group
- (q) Sexual Harm group
- (r) Mockingbird Implementation Model group
- (s) Supporting Solutions & Homelessness Operational group
- (t) Recovery Group
- (u) Permanency Management group
- (v) Signs of Safety Practice Lead group

Therapeutic & Psychological Intervention

- 21 The Full Circle use a range of evidence-based approaches to therapeutic intervention. There have been key messages about the efficacy of therapeutic approaches and of particular importance are those that address complex childhood trauma due to abuse or neglect. Such approaches are detailed in NICE/SCIE guidance.
- 22 Childhood trauma can lead to developmental trauma - it can affect the way the child views themselves, others, and the world around them. It can also negatively impact upon brain development, educational and social achievement, emotional development, and physical health. Developmental trauma and vicarious trauma can be significant contributing factors to placement breakdown and breakdown of family living situations that can lead to a child becoming looked after. The impact of trauma can also last long into adulthood, therefore effective and targeted services are therefore essential.
- 23 Based on evidence from research we currently use the following approaches
 - (a) Therapeutic assessment;
 - (b) Psychological assessment;
 - (c) Formulation and Behaviour Modification (Positive Behaviour Support) plans;
 - (d) Psycho-education and stabilisation work;
 - (e) Marshak Interaction Method (MIM) video assessments;
 - (f) Theraplay informed sessions – both individual and group therapy;
 - (g) Dyadic Developmental Psychotherapy (DDP);
 - (h) Dialectical Behavioural Therapy (DBT);
 - (i) Attachment and trauma based therapeutic parenting approaches support;
 - (j) Life process work;
 - (k) Therapeutic stories and explanations;
 - (l) Trauma Informed Cognitive Behavioural Therapy (CBT);

- (m) AIM under 12s work (to reduce incidence of harmful sexual behaviour);
 - (n) NSPCC LTFI (intervention for those who have experienced sexual abuse);
 - (o) Attachment and trauma training to a range of parents, carers and professionals both (in-house and externally);
 - (p) Consultation to parent/carers and professionals.
- 24 Full Circle work can include individual sessions with children and young people as well as work with carers and parents and additionally, dyadic work with both the parent/carer and child together. Also significant is the support provided to the care planning team, their education provision or to the child's residential home.

Development Activity

- 25 In the last year, there has been a significant amount of development activity within the Full Circle and this work continues. This has included:

Premises move

- 26 In quarter 1, the Team faced the disruption of moving buildings temporarily for a year whilst the substantive building and site undergoes considerable renovation. The only property available did not have any therapeutic space and this has been a challenge as team members have had to adapt and find space elsewhere. This was made significantly more difficult due to Covid restrictions and risk assessments; however, the Team have adapted to the challenge and look forward to returning to our substantive premises which will provide better therapy space as well as reduce time pressures.

Trauma Informed Approaches Strategy

- 27 Work continued in the last financial year around the delivery of the Trauma Informed Approaches Strategy, led initially by the TM and CCP (also the Trauma Lead for CAMHS), and later supported by the whole of the Full Circle Team following 'train the trainer' sessions.
- 28 The Trauma Strategy training was formalised and run with the ongoing support of the Development & Learning team to allow staff to evidence training attended and evaluate the impact. Feedback for the training has been extremely positive.
- 29 The Trauma Strategy has included a full day training around trauma informed approaches plus workshops on specific topics through a

trauma lens – Managing Disclosures, Family Time, Using Trauma Informed Language and Re-enactment and Vicarious Trauma. This training was provided for managers of all levels and for ‘Trauma Champions’ identified for each team whose role it is to support trauma informed approaches in their specific team/service areas. In addition, we recorded training around the Impact of Neglect on Adolescents, which forms part of the Neglect training delivered by the Durham Safeguarding Children’s Partnership (DSCP).

- 30 Trauma Informed Approaches are now being embedded in the practice framework of Durham and whilst the Trauma Strategy has now been completed as a focussed and targeted piece of work, trauma informed approaches continue to be promoted by Full Circle and the training and workshops offered to managers and champions have now been made available via Development and Learning to the wider social care workforce to access.
- 31 A half day Trauma Informed Approaches training was also made available to partner agencies of the DSCP, and this was also piloted to external local authorities and private agencies/delegates as part of Full Circle Traded Services. This was successful and following feedback has been extended to full day training continuing to be offered on an ongoing basis.
- 32 The table below highlights how many Children’s Social Care Managers and Practitioners have received the Trauma Strategy training via Development and Learning in 2021-2022:

2021-2022 Trauma Strategy training	Number of total attendees
Trauma Informed Approaches	332
Disclosures Workshop	61 (In addition, this training was also delivered to CLA Team 3 and the Young People’s Service)
Family Time Workshop	65 (In addition, this training was also delivered to the Family Time Team)
Re-enactment & vicarious trauma workshop	62

Using Trauma Informed Language workshop	60
Total number of attendees	580

- 33 As well as feedback from training, a wider Social Care audit was completed in collaboration with the Service Improvement Manager to further measure the impact and progress of the Trauma Strategy which showed some positive indicators of trauma informed practice and developing practice. A further audit will take place in the next financial year to continue to measure its impact as such approaches are embedded into practice.

Full Circle review & process development

- 34 A Full Circle review has been completed in quarter 4 and will be written up by our strategic manager with recommendations. As part of the review, we considered the full extent of the Full Circle offer to stakeholders and how we can continue to provide an excellent service with a small team.
- 35 With the support of the business manager, the Full Circle processes for both early help and children's social care have been revisited, updated so they are fit for purpose and link with each relevant service area/type of support required. This has been a significant project as The Full Circle spans numerous teams and pathways being a countywide service. These have been put into an accessible format and the criteria and guidance has been revamped. Both are awaiting sign off at the completion of the Full Circle review. Once this is completed, these will be added to Tri X to ensure professionals have a good understanding of what we can offer.

Income Generation

- 36 Key sources of income within the Full Circle are ASF funds and Traded Services.
- 37 Traded services consists of provided costed service provision externally to children and their carers/families and through providing training and consultation. Work continued this financial year around adapting and further developing robust processes to continue to promote income generation and these have continued to evolve to cover both ASF

generated income and income generation created through costed service provision to other local authorities.

- 38 A revised cost list has been created in line with the agreed inflation rate and approved at finance panel.
- 39 Marketing work has taken place this financial year – developing a circular for other local authorities who have children and young people placed in Durham to advise that traded services are available from Full Circle. There has also been further development of the Full Circle brand to include leaflet images, Microsoft Teams backgrounds and a webpage with images and branding. This is due for completion in the next financial year.
- 40 ASF income generation has been impacted by declining referrals from the Post-adoption Support Team. Work has been undertaken to try and address this – a reflective session to identify issues and trouble shoot (the limited provision Full Circle can provide vs private providers is a key theme), relationship building, attendance at adoption team meetings to discuss our service. This work will continue to promote referrals and expand ASF income.

Traded services and ASF eligible support and processes

- 41 There has also been significant work undertaken with the Adoption team this year to develop processes and procedures to fit revised adoption processes. These are now awaiting approval and are being piloted. We also now hold weekly meetings with adoption to consider appropriate referrals and how we can co-assess to stop families having to duplicate telling their stories.
- 42 Traded services has continued to grow in the last financial year and we have revised our processes to support success. We have also worked to improve monitoring systems and invoicing. There can be delays to receiving payments, however the Debt recovery team has supported around this. Where we have provided a service, we have had really positive feedback. Where referrals did not progress, the reasons have included either a change of circumstances for the child or that the funding for ongoing support was not approved by the other local authority.

Virtual School pilot

- 43 Following a successful pilot of the VS offer, we have extended our offer to the Virtual School via a Service Level Agreement (see income below in paragraph 61). This is paid for via Pupil Premium funding and funds consultation as well as training and consultation for whole schools, bespoke training for a teaching group in respect of a particular child,

training for the Virtual Schools caseworkers and a rolling programme of training for Designated Teachers (DT's) via their network group. We have also designed a briefing training for DT's to share forward to their teaching staff. The training has received excellent feedback.

- 44 Work has also begun in quarter 4 to review the DT training programme and compliment the baseline training with more in-depth training. This work continues into the next financial year.
- 45 As such, there is a plan to renew the agreement for the next school year and an updated SLA will be completed. The arrangement will be reviewed and remunerated on a termly basis with the Head of the Virtual School.

Young People/experts by experience involvement

- 46 Work has continued on the Full Circle reception and therapy rooms redesign project and this has been supported through a grant achieved from the Arts Council with the support of IIC. A young people's steering group has had significant input into the design and from their 'mood boards' we have been able to meet with an interior design company funded by the grant to assist in bringing the young people's ideas to life. They have also taken part in a session with a graffiti artist to create a mural for the reception area. Additionally, there has been an art competition and the young people's art is to be displayed in the reception room. This work is due for completion by July 2022. This contributes to the ongoing renewal of our IIC award.
- 47 Additionally, in quarter 1, we established a Full Circle expert by experience evaluation steering group. The aim of this group was to develop introduction and feedback systems within the Full Circle on the services we provide by utilising experts by experience who have accessed Full Circle services – both parents/carers and young people. This work has now been completed and introduced to the Team in quarter 4 who are now using them. This will support us to provide an excellent service to children, young people and their carers/families. This work will also contribute to ongoing renewal of our IIC award.
- 48 At a recruitment episode for a new Consultant Clinical Psychologist in quarter 4, both a young person and their carer had involvement in terms of developing a question and being on the recruitment panel and contributing to the decision making.

Liquid Logic

- 49 Work has been ongoing across the course of the financial year with the Liquid Logic (LL)/Systems Team. Changes have taken place to

streamline and increase efficiency/troubleshoot, support data collation, and to also support a Signs of Healing approach and language.

- 50 In addition, work has been completed to develop a data collation dashboard around reporting data and trends to support the collation and review of data to support understanding and service development. This is nearing completion at the end of this financial year, pending some live changes on LL.

Signs of Healing

- 51 Full Circle have adopted the Signs of Healing model as part of Durham embedding Signs of Safety into their practice Framework.
- 52 The Signs of Healing expectations document is available on Tri X. The Team are clear as to the expectations on them in terms of recording and monthly Signs of Healing group sessions also take place.

In-house support and provision

- 53 In addition to the working groups attended and core Full Circle business and training, we are providing the following:
- 54 **Critical incident response** – The pathway for this has been revised in quarters 3 & 4 following a pilot, so that it is fit for purpose and can be tailored to individual, and team needs with bespoke packages of support able to be created. This has been done in conjunction with the Service Improvement Manager. Full Circle continue to offer timely support where staff have been involved in incidents and/or serious case reviews, where additional emotional support is needed. This responsibility now predominantly lies with the new Enhanced Practitioner role or other members of the leadership team.

Supporting Solutions Service (SS) –

- 55 **Clinical supervision** - Group supervision is provided by the Full Circle Enhanced Practitioner (EP). Whilst the Enhanced Practitioner is on maternity leave, this is being covered by the SWC. Both the EP and SWC have received Clinical Supervision training to enable them to competently undertake this role.
- 56 Workers in discrete service areas are offered separate group supervisions so that discussion can be tailored to meet their needs. Staff are also provided with individual clinical supervision when they are working with a particularly challenging young person/family. Individual clinical supervision is provided to ERASE staff and Supporting Solutions staff where a particular need is identified.

- 57 **Consultation Clinics** – The EP and a TSW (with experience in edge of care work) provide weekly consultation clinics for SS staff to discuss young people and their families/carers who are particularly complex, and there may be a therapeutic need. The Full Circle team also carries a small case load of young people on the edge of care, delivering therapeutic interventions where appropriate.
- 58 **Staff Training** – The EP and a TSW has provided training to all staff members across SS, ASET, Rapid Response and ERASE in trauma informed practice, secondary and vicarious trauma and self-care, the teenage brain and self-harm.
- 59 **Young People’s Service input** – The CNS this year has been providing drop-in clinics for the Young People’s Service (YPS). This clinic allows YPS staff to seek advice, consultation and guidance to assist with complex cases and provide a trauma-informed perspective to their support of young people. Feedback to Ofsted was extremely positive about the impact of this development on outcomes for young people.
- 60 **Residential Services** – Training and consultation has been provided to residential services and their management team. This offer is being reviewed in the new financial year as residential undergo changes.

Training Provision to parents and carers:

- 61 The Connected People and Nurturing Attachment training courses have both been adapted and run successfully over Microsoft Teams during COVID restrictions so that we can continue to offer our foundation training to those who require it. There has also been an increase in frequency of this training to meet demand. Where group sessions have not been a possibility for some, direct training has been provided and an evening session was held for those who were unable to take time out of work to attend during the day.
- 62 In addition, ‘Attachment and Trauma’ training has been provided virtually to cohorts of prospective adoptive parents during their preparation training and to foster carers support groups.
- 63 We have reviewed the method of training delivery in quarter 4 when producing a training plan for 2022-2023. Whilst there remains a demand for virtual training, some participants have also expressed a desire for face-to-face training. It is hoped that we can deliver a hybrid mix of training once we return to our substantive building.
- 64 Our Connected People training has been reviewed and updated. Connected People training was previously only available to kinship carers with a Special Guardianship Order (where their child was

previously looked after) and therefore eligible for ASF (Adoption Support Funding). In addition to the ASF extending their funding to kinship carers (with a Child Arrangement Order or a Residence Order where their child was previously looked after), which allows us to extend this training to a wider cohort from 1st April 2022, we also recognised the need to support and upskill kinship carers who are not ASF eligible. As such, in quarter 4, we replaced the Connected People's training with Kinship Carers Enhanced Therapeutic Parenting training (for ASF eligible kinship carers) and developed a Kinship Carers Introductory Therapeutic Parenting training for those not eligible for ASF. This has been promoted and leaflets produced for the relevant teams. These will also be added to Tri X when our space is created.

65 See breakdown of training in paragraph 58.

Training Provision to Professionals

66 Virtual and face-to-face training and consultations have been provided to schools, CAMHS, CYPS and Early Help staff, internal and external residential provisions, as part of the induction for new staff, ASYE's, Supporting Solutions, Erase, Rapid Response, ASET, YPS & Supported lodgings staff among many others included as part of DCC staff induction to encourage an understanding The Full Circle, of trauma and attachment and promote trauma informed practice. As part of this we promote Full Circle's Nurturing Attachments and kinship carer training so that they can inform families about the training, and support and challenge them afterwards to ensure the learning is put in place to improve outcomes for children and families.

67 See breakdown of training in paragraph 67.

Training Delivered 2021-2022

Training	Sessions/hours	Staff members
Nurturing Attachments Group	3 sets x 6 day training 2 sets 1 to 1 x 3 day training	RW, SP, HS, LS and RW KT
Connected People's Training/Kinship carers training	4 sets x 3 day training 3 x 1:1 Sessions	HS, MC, NR, CG, LS, PW, PR KT
Prospective adopters	2 x 3hrs April & June	LW
ASYE/SW academy cohort	X 2 Sessions	PW, LS, PR
School training/education staff	X 42 training sessions	PR, HS, SP, KT, LS, JP, CG, DE, JP, AW, NR, PW, SW
Residential	11 training sessions	KT, JP, DE, SP, LS
Trauma Strategy (Children's Social Care – via workforce development)	21 Training Sessions	MS, JP, DE, NR, KT, HS, LW, PW, PR, SP, RW
Launchpad and foster carer support group sessions	X 2 sessions	JP, LS, RW, KT
RAA/Adoption training	X 3 Sessions	HS, LW
Supporting Solutions, ASET, Rapid Response training	X 2 sessions	KT, NR
DSCP Trauma Informed Approaches training	X 5 sessions	DE, LW
New staff Induction presentation	X 3 sessions	MS
CAMHS	X1 (session (MHST)	DE, JP
Other (conferences/regional events etc)	Trauma Training to Teesside Doctorate Course Newton Research Project A recorded 2 hour training delivery titled 'Impact of neglect on adolescents.' Young People ASB Workshop presentation completed regarding trauma informed care. Family Justice Board/PLWG Conference	JP LW, NR PR, NR LW MS

Staff Development & Training

- 68 The Team Manager continues to be part of the Leadership Academy and the SWC seeks support and development by the SWC forum.
- 69 New staff or staff changing post through promotion have received support to develop competently into their roles.
- 70 In addition, x2 Student SW's have undertaken their placements within Full Circle, commencing in Q3 with the hope of successfully passing their placements in the new financial year.
- 71 In terms of wider team development, in addition to training and monthly Signs of Healing sessions, the leadership team (TM, SWC, CCP, CNS) ran monthly team reflective/development sessions around therapeutic input and related topics. The huddles that were established during the pandemic continue during the week to offer support, advice and guidance to the TSW's. In addition, reflective sessions have also been sought individually or as a group with Strengthening Practice.
- 72 Staff members have individually or collectively attended a variety of virtual and face-to-face training opportunities throughout the last financial year to include the following training topics:

Quarter 1	Quarter 2
<ul style="list-style-type: none"> • Karen Treisman - Power of language • Karen Treisman - Creative and expressive ideas for talking about feelings • Karen Treisman - What does it mean to be a trauma informed organisation • MOMO app Children and Young people Launch event • Karen Treisman - Parenting Patchwork: impact on the child • Karen Treisman - Creative Ways to Engage Virtually by Karen Treisman • Trauma Strategy Training Prep 'train the trainer' • Trauma Strategy workshops • FASD Training • Mental Health Awareness for Managers • Bereavement briefing • Criminal Exploitation County Lines and Gangs Input • Trauma informed approaches, re-enactment and vicarious trauma 	<ul style="list-style-type: none"> • Transition Endings and Goodbyes by Karen Treisman • Trauma informed supervision by Karen Treisman • Signs of Safety 6 day Training • Trauma Strategy workshops • Racial literacy for leaders • Social Work conference day Northumbria University

Quarter 3	Quarter 4
<ul style="list-style-type: none"> • Webinar – Death of a baby • Webinar – Introduction to the National Referral Mechanism • Mind of My Own App • Youth Mental Health First Aid • How to get the most of our supervision workshop • Working with people with border line personality disorder. • CAPVA training – Respect YPS Training • Be a "Good" Boy - Socialised into Silence (sexual abuse training) • Introduction to Tri X • Understanding Teenagers • Parental Substance Misuse • Trauma Strategy workshops • Introduction to intra-familial child sexual abuse for SWs • GDPR/Data Protection Training (online) • Signs of Safety 6 day training • Early response act and ask • Needs-led Neurodevelopmental pathway event • MARAC Training • Introduction to BUSS Training (sensory integration) • Returning children to the care of their family • Harmful Sexual Behaviour training 	<ul style="list-style-type: none"> • AIM 3 Training • Karen Tresiman - Cultural humility in parenting assessments • Youth Mental Health Training • Karen Tresiman - Grief & Loss 2 day training • Gypsy, Roma, and Traveller Training • Parental substance misuse workshop • Workplace champions briefing Halo project • Contextualised Safeguarding (Extra-familial Harm) • Letting the Future In Service Review • L2 Understanding Autism (CAMHS) • CSA Support Services Transformation Fund Learning Event • PDR briefing for managers • Trauma Strategy workshops • Anti-oppressive and anti-racist social work • LGBT workshop • Leadership and management supervision practice • Better Health at work Staff Network sessions • Legal Update for Social Workers • Intra-familial sexual abuse training • Mental Capacity Act training • DDP level 1 training (4 days) • Essential skills for new and aspiring managers • Practitioner Briefing – Interface with education

Main Implications - Income

Adoption Support Fund

ASF	
ASF <i>income received</i> for Full Circle Work Quarter 1	£47,105.00
ASF <i>income received</i> for Full Circle Work Quarter 2	£33,366.00
ASF <i>income received</i> for Full Circle Work Quarter 3	£26,484.00
ASF <i>income received</i> for Full Circle Work Quarter 4	£17,176.00
TOTAL ASF income received for Full Circle FINANCIAL YEAR 2021-2022	£124, 131.00

Virtual School Collaboration

Virtual School (2 Terms: from September 2020 – April 2021)	
Summer term	£13,000.00
Autumn Term	£13,000.00
Spring Term	£13,000.00
TOTAL Virtual School collaboration income received for Full Circle FINANCIAL YEAR 2021-2022	£39, 000

Traded Services

Traded services	
TOTAL Traded Services income (invoices raised) for Full Circle FINANCIAL YEAR 2021-2022	£ 14, 423.50

Total Income Generation April 2020-Mar 2021

Income source	Income amount
ASF	£124, 131.00
Virtual School	£ 39, 000
Traded Services	£ 14, 423.50
Total overall income	£177, 554.50

Outcomes – Full Circle

Total number of new referrals received

Time period	Number of referrals (and percentage increase/decrease)
Quarter 1	162 (2% decrease from previous year's quarter 4)
Quarter 2	143 (12% decrease from quarter 1)
Quarter 3	157 (10% increase from quarter 2)
Quarter 4	135 (14% decrease from quarter 3)
Total	597

Outcome of screenings/consultations

	QTR 1		QTR 2		QTR 3		QTR 4	
	Cons	Scr	Cons	Scr	Cons	Scr	Cons	Scr
Allocated for work	29	33	11	36	20	33	13	29
Information & advice given only	53	18	63	22	62	17	28	2
Kinship Carers training	3	9	8	2	4	6	5	7
Nurturing Attachments training (only)	1	6	6	0	2	2	2	2
Signposted to other services	2	1	1	1	1	0	2	0
No longer required	0	0	1	4	0	0	0	0

	Consultations	Screenings
Total provided 2021-2022	323	230

Open Cases to Full Circle

	QTR 1	QTR 2	QTR 3	QTR 4
CLA	94	107	110	113
Early Help	45	45	31	28
YPS	18	18	16	2
Families First	20	20	25	25
Fostering	1	1	2	0
Adoption	0	0	0	1
Child with Disabilities Team	1	1	0	0
Care Leaver Team	0	0	0	4
SSS	1	1	0	0
Traded Services	5	5	8	9
Total	185	198	192	182

Living situation of children/young people open for ongoing work (in above snapshots of open cases)

	QTR 1	QTR 2	QTR 3	QTR 4
Foster care	95	106	106	104
Adoption	39	35	27	23
Residential	13	21	17	18
Birth Family	16	14	17	18
Kinship Carers	18	18	21	17
Supported Lodgings	3	3	3	2

Independent Living	1	1	1	0
Total	185	198	192	182

Consultation Clinics

Team/service area		Q1	Q2	Q3	Q4	Total
Supporting Solutions (NR, KT)	Consultations	3	2	6	6	17
	Clinical Supervisions	11	0	6	16	33
	TAF meetings	0	1	2	1	4
YPS drop-in sessions (MC, DE)	Consultations	7	3	7	3	20
CLA/drop-in – (LW/DE)	Consultations	1	7	34	18	60

CGAS outcome measures for active cases closed

73 Full Circle use the Child Global Assessment Scale (CGAS) to chart the progress made by children who receive a therapeutic service. The tables below shows the different scores for children at the point of assessment and again at intervention end.

Quarter 1					
Closures	Increased (same band)	Increased higher band)	Total increased scores	Remained same	Decreased
60					
Number	17	37	54	6	0
Percentage %	28%	62%	90%	10%	0%

Quarter 2					
Closures 43	Increased (same band)	Increased higher band)	Total increased scores	Remained same	Decreased
Number	7	32	39	4	0
Percentage %	16%	74%	91%	9%	0%

Quarter 3					
Closures 59	Increased (same band)	Increased higher band)	Total increased scores	Remained same	Decreased
Number	12	42	54	5	0
Percentage %	20%	71%	92%	8%	0%

Quarter 4					
Closures 37	Increased (same band)	Increased higher band)	Total increased scores	Remained same	Decreased
Number	5	28	33	2	2
Percentage %	14%	76%	89%	5%*	5%**

*For those who score remained the same, in both instances these the CGAS score remained the same, this was due to circumstances stopping the completion of work.

** For those who scores decreased, this was a sibling group where there were ongoing safeguarding issues (being addressed) that had impacted on the children, leading to a deterioration in presentation.

SDQ's

- 74 The table below shows the number of raised SDQ score alerts received by Full Circle each quarter and the subsequent response. SDQs are completed for children when they become looked after and again at review.

SDQ raised score alerts - outcomes	QTR 1	QTR 2	QTR 3	QTR 4
Already working/recently worked with Full Circle/Full Circle support available	9	3	10	25
Receiving a service elsewhere	3	0	1	
Consultation arranged or tba	19	6	10	51
Consultations offered not yet responded	0	0	0	
Settled in Placement	0	2	3	14
Connected People training	0	0	1	1
Unsuitable time (new place/moving)	0	0	0	1
Total number	41	11	25	92

Qualitative Feedback

- 75 See below a small selection of the lovely feedback we received from professionals, parents/carers and the children/young people the Team have worked with and supported over the last year...

Compliment received for Diane (CNS) from residential staff:

“Re. the below I just wanted to thank you for your advice, reassurance and support. It is not often the role of residential workers are recognised! It certainly isn’t an easy role. C is doing so well considering, her struggle with her grief remains significantly concerning and it is heart breaking for our team to see. Hopefully C will feel more able to receive support in the near future. Your continuing support and responsiveness is hugely appreciated.”

Compliment received recently for Diane (CNS) from another Clinical Nurse Specialist:

“I would just like to thank you for your time today. You are so knowledgeable about trauma informed care and answered so many of my questions. You enabled me to reflect upon my practice and review the interventions I use with my young people. I will definitely be implementing what you told me in practice and sharing with my team. I love the connection before correction ethos!”

Compliment recently received for Kelly (TSW) for school training:

“I received trauma training to help gain a better understanding of a child within my class. This training has been vital to ensuring the child's needs have been met and have helped me as a teacher to understand their specific needs. This training enabled me to see how the child was reacting due their previous trauma and how to best manage these challenging behaviours. It helped me gain a strong understanding of the child's needs and how best to accommodate them throughout the day and pre-empt any problems that may arise. When issues did arise it enabled me to calm the situation much quicker as I was able to identify the child's triggers and emotional state allowing me to apply the best strategy at the given time.”

Compliment recently received for Sarah (TSW) for support to an adoptive family:

“Thank you so much for all of your help and support over the last year...Your help has been invaluable to us as a family and I really don’t think we could ever thank you enough. It literally changed our family for the better! Thank you so much from the bottom of our hearts”

Compliment recently received for Rachael (TSW) from a grandparent kinship carer:

“ We are definitely going to miss you. Thank you in advance for all your help. You have made such a positive impact on the children and I. I’m definitely a better person for having met you. Will stop now because I’m feeling weepy! For ever grateful”

Compliment received for Supporting Solutions trauma training from a Harbour worker (TSW's Nicola and Kelly):

"I have recently attended the Full Circle training which I feel has changed my whole perspective on how I view families and my approach to interventions. Gaining an understanding of how trauma effects the brain, decision making, and attachment has made me reflect upon domestic abuse and the impact this has. I now feel I look at this from a different stance and can disseminate this knowledge onto the families I work with. I also feel this has given me an insight into how generations of families continue in the cycle of abuse and how best to try to break this cycle."

Compliment received for Joyce (CCP) from a carer:

"It's helped me loads as talking with you always does. I can't thank you enough for all the support you give us. We have all come a long way and E is in a much better place than where he was when this all came to the surface. It was good invaluable reflecting and gave me peace of mind that there is still hope that we can continue to make a difference."

For Louise (SWC) for DSCP training:

"Thank you for my certificate. I also just wanted to say that the facilitator did a great job! She was fab!"

Compliment received for Helen (TWS) from a carer and the child's social worker:

Carer: "Hi Helen, Just a few words to say thank you so much for our sessions as they have been invaluable to me. I am being praised for the care I'm giving my little one, but the truth is you are a big factor in this process. The support and advice you have given me has meant that I have been able to cope and manage the situation, without that I think I may have burnt out by now. Once again, thank you."

SW: "Hi Helen, I saw CM last week, what progress! He was so chatty and answering questions being silly and confident in how he answered them. Compared to last Christmas where he didn't dare say what he would like or how he felt I could really see a difference. Thank you for the support for Carol and Carol looks to be doing great at applying them. 😊"

Compliment received for Paul (TWS) from a young person:



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Appendix 1: Implications

Legal Implications

None

Finance

There are no financial implications linked to this report.

Consultation

None

Equality and Diversity / Public Sector Equality Duty

None

Climate Change

None

Human Rights

None

Crime and Disorder

None

Staffing

None

Accommodation

None

Risk

None

Procurement

None