

JOURNEY OF CHANGE

IMPLEMENTING NURTURE AS A
MODEL OF CARE

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**A NURTURING CITY IS A PLACE WHERE OUR
YOUNG PEOPLE AND CHILDREN CAN SAY :**

•"WE ARE LISTENED TO"

•"WE KNOW WE ARE VALUED"

•"WE FEEL WE BELONG"





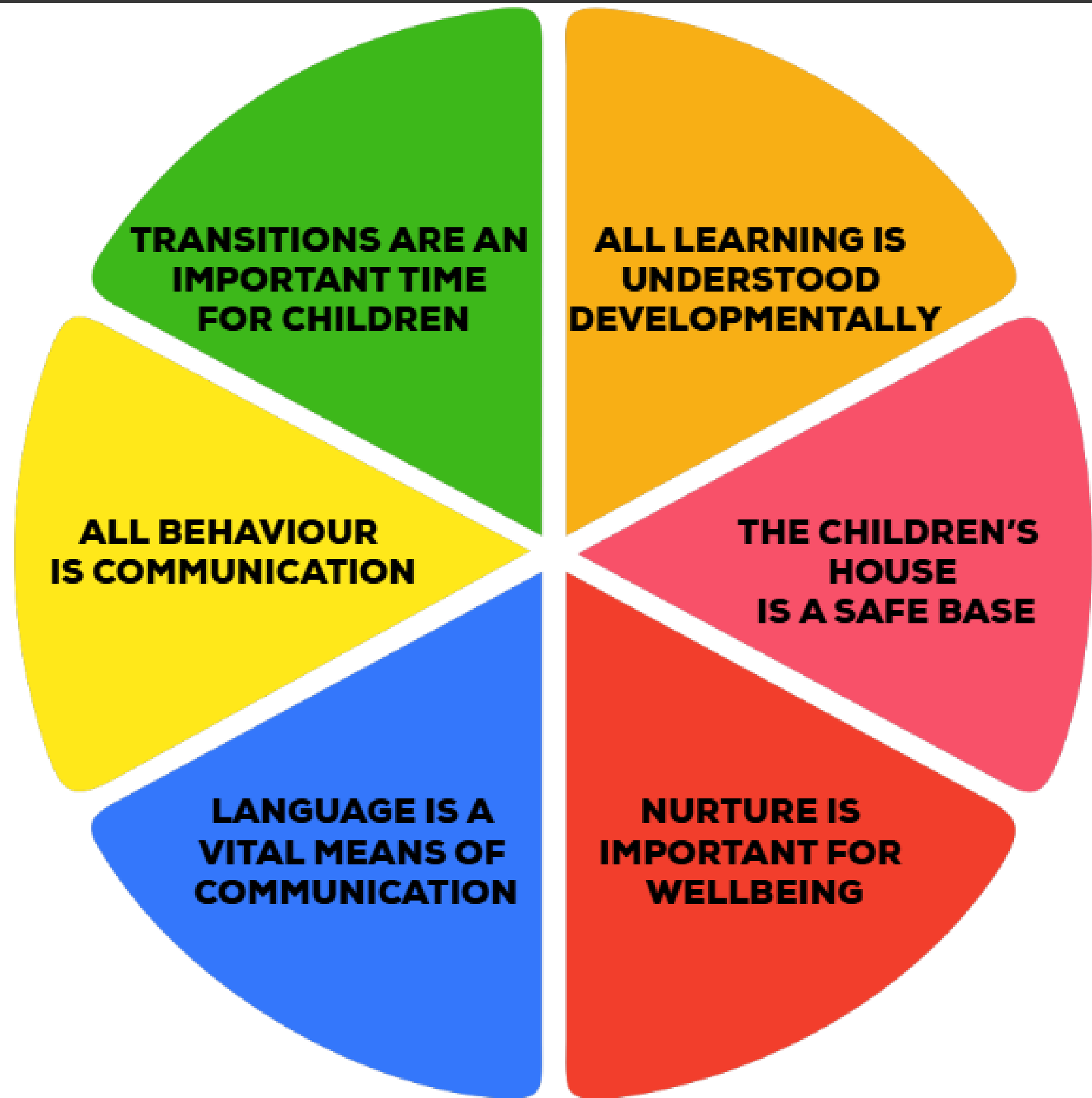
HOW NURTURING IS OUR CHILDREN'S HOUSE (HNIOCH) VISION



- **SHIFT PRACTICE AWAY FROM A BEHAVIOURAL MODEL OF CARE**
- **GIVE CARERS PERMISSION TO CARE**
- **SUPPORT PRACTICE THAT IS THEORETICALLY INFORMED AND TRAUMA-BASED**
- **SUPPORT THE DEVELOPMENT OF A SHARED UNDERSTANDING**
- **DEVELOP A SHARED LANGUAGE**
- **DELIVER THE ASPIRATIONS OF THE PROMISE**

THE SIX NURTURE PRINCIPLES

**ADAPTED FOR
RESIDENTIAL
CHILDCARE**

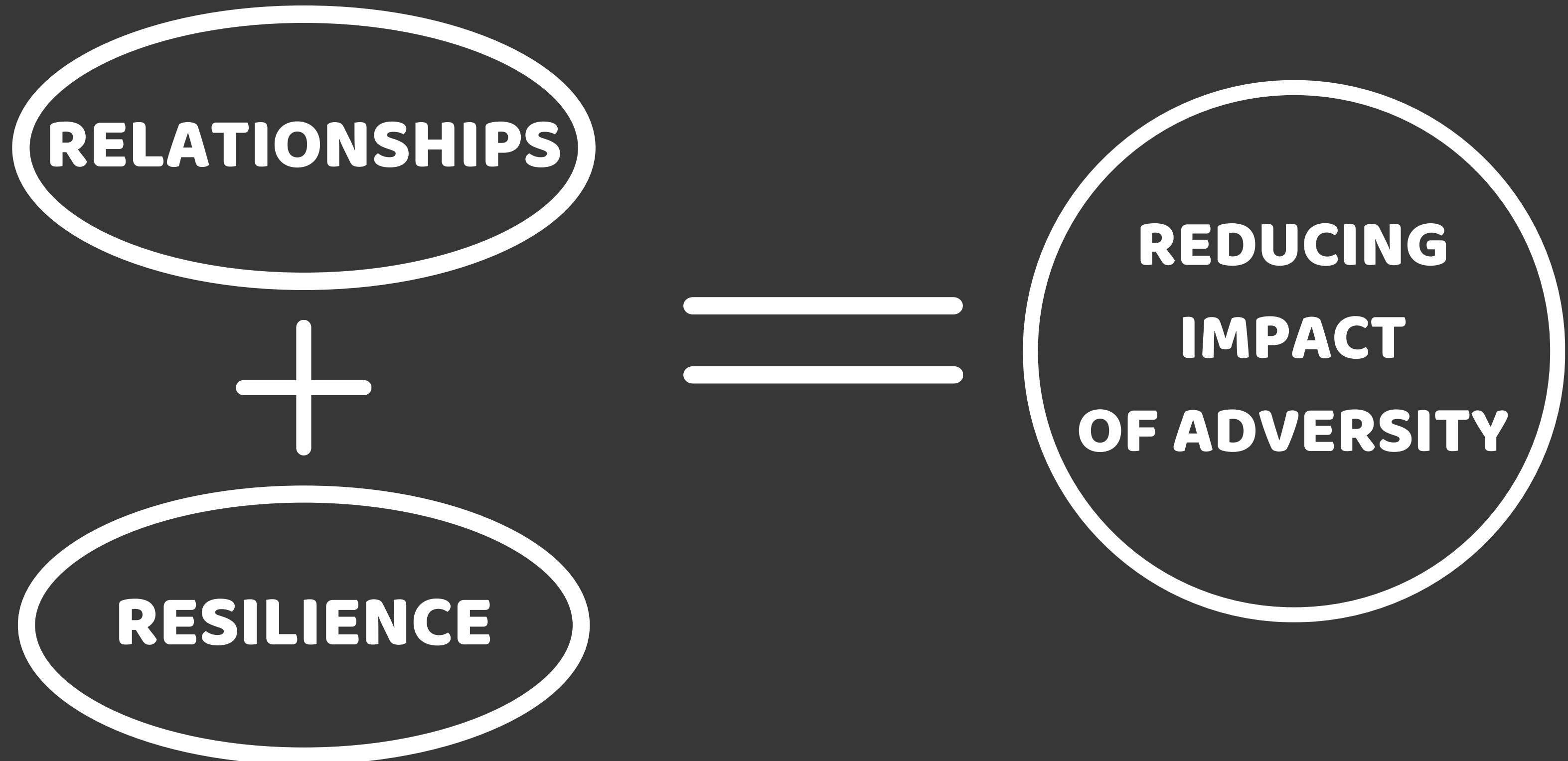




WHY NURTURE?

- **THERE WAS NO EXISTING MODEL OF CARE IN CHILDREN'S HOUSES**
- **THE NURTURE PRINCIPLES PROVIDE A CLEAR FRAMEWORK AND SHARED UNDERSTANDING OF LANGUAGE**
- **THERE ARE PRACTICAL STRATEGIES TO USE**
- **THE NURTURE TRAINING HELPED CARERS UNDERSTAND THE BEHAVIOUR OF YOUNG PEOPLE AND THEN CREATE A PLAN ON HOW TO RESPOND,**
- **STAFF TEAMS WERE ENCOURAGED TO LOOK AT EXISTING STRUCTURES AND ROUTINES**
- **THIS HELPED MAP OUT CURRENT PRACTICE AND REINFORCED TO CARERS 'NURTURE' IS NOT JUST ANOTHER NEW THING TO DO!**

NURTURE IS IMPORTANT FOR THE DEVELOPMENT OF WELLBEING AND BUILDING RESILIENCE





AIMS OF THE HINOKI PILOT

- **TO DEVELOP A FRAMEWORK TO IMPLEMENT AND EVALUATE THE SIX NURTURE PRINCIPLES**
- **TO BE ABLE TO MEASURE THE NURTURE PRINCIPLES USING AGREED BENCHMARKS LINKED TO THE CARE STANDARDS**
- **TO SET TARGETS FOR IMPROVEMENT IDENTIFIED BY HOUSE CARERS AND YOUNG PEOPLE LINKED TO THE NURTURE PRINCIPLES**
- **TO SUPPORT EFFECTIVE IMPLEMENTATION USING IMPLEMENTATION SCIENCE**
- **TO ENSURE SUSTAINABLE LONG-TERM IMPLEMENTATION THROUGH THE USE OF COACHING MODELS**

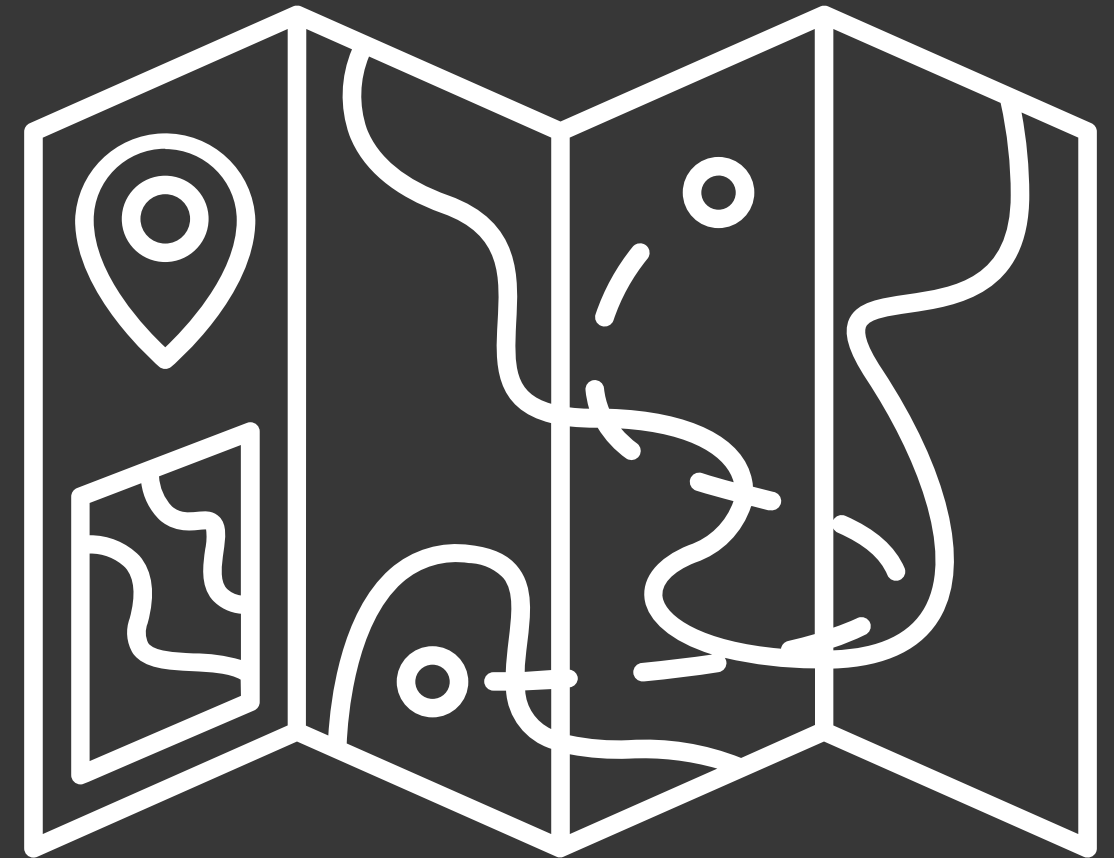
CHAPLET AVENUE CHILDREN'S HOUSE

NEEDS ANALYSIS

- **READINESS QUESTIONNAIRES**
- **STAFF AND YOUNG PEOPLE'S QUESTIONNAIRES**
- **ENVIRONMENTAL CHECKLIST**

TRAINING

- **ATTACHMENT & TRAUMA**
- **NURTURING PRINCIPLES**
- **6 PRINCIPLES – 1-HOUR SESSIONS**
- **COACHING SUPPORT**
- **FORTNIGHTLY/MONTHLY WITH ALL STAFF TO ALLOW FOR DISCUSSION AND CONSULTATIONS AROUND REAL LIFE SCENARIOS ARISING IN HOUSE**





IMPACT AND OUTCOMES FOR CHILDREN AND YOUNG PEOPLE?

- **THE PILOT ALLOWED ALL STAFF AT ALL LEVELS TO REFLECT, MEASURE AND IMPROVE NURTURE PRACTICES**
- **THIS HAD A DIRECT IMPACT ON THE LIVING ENVIRONMENT AND FEELINGS OF LOVE, NURTURE, SAFETY AND SECURITY FOR THE CHILDREN AND YOUNG PEOPLE**
- **THIS SUPPORTED AND IMPROVED THEIR BOND AND TRUST WITH CARERS**
- **THIS BENEFITTED THEIR OVERALL EMOTIONAL WELLBEING AND RESILIENCE WHICH WILL HAVE A DIRECT IMPACT ON THEIR ABILITY TO LEARN AND ENGAGE IN SCHOOL/EDUCATION**



**I FEEL SAFE &
REALLY LIKE IT
HERE NOW**

**I FEEL
VERY LOVED**

**I WANT TO STAY
HERE
FOREVER**



**WHAT DID THE CHILDREN AND YOUNG PEOPLE
MAKE OF IT?**



WHAT DID THE DATA TELL US?

- ★ **A DECLINE IN THE USE OF PHYSICAL RESTRAINT**
- ★ **REDUCTION IN CARER ABSENCE RATES**
- ★ **THE USE OF LOWER DEMAND
APPROACHES TO SUPPORT YOUNG
PEOPLE WORKS!**





‘VOICE’ – CHILDREN MUST BE LISTENED TO AND APPROPRIATELY INVOLVED IN DECISIONS MADE ABOUT THEIR CARE.

‘CARE’ – IF CHILDREN AND YOUNG PEOPLE ARE UNABLE TO LIVE WITH THEIR FAMILIES THEY MUST BE PART OF A LOVING FAMILY

‘PEOPLE’ – FOCUS ON THE IMPORTANCE OF RELATIONSHIPS AND DEVELOPING LONG-LASTING AND IMPORTANT RELATIONSHIPS. THE WORKFORCE SHOULD BE ‘COMPASSIONATE’ IN DECISION MAKING

**NURTURE HELPS FULFIL
SCOTLAND'S AMBITION TO
CHILDREN AND YOUNG
PEOPLE**

**"TO GROW UP LOVED, SAFE AND RESPECTED
SO THAT EVERY YOUNG PERSON CAN REALISE
THEIR FULL POTENTIAL"**

Service Wide Implementation

**what happened after
the pilot.....**



CREATING A CULTURE THAT PERFORMS



FOR CULTURE TO DRIVE PRACTICE, A MULTIPRONGED STRATEGY HAS BEEN NEEDED. OUR STAFF NEED TO:

- KNOW WHAT THE CULTURE IS (KNOWLEDGE - WHAT IS NURTURE?)**
- BELIEVE IN THE CULTURE (MINDSET - NURTURE IS A MODEL THAT WORKS)**
- BEHAVE IN A WAY THAT SUPPORTS THE CULTURE (BEHAVIOR - ACTIVELY CREATING NURTURING ENVIRONMENTS)**

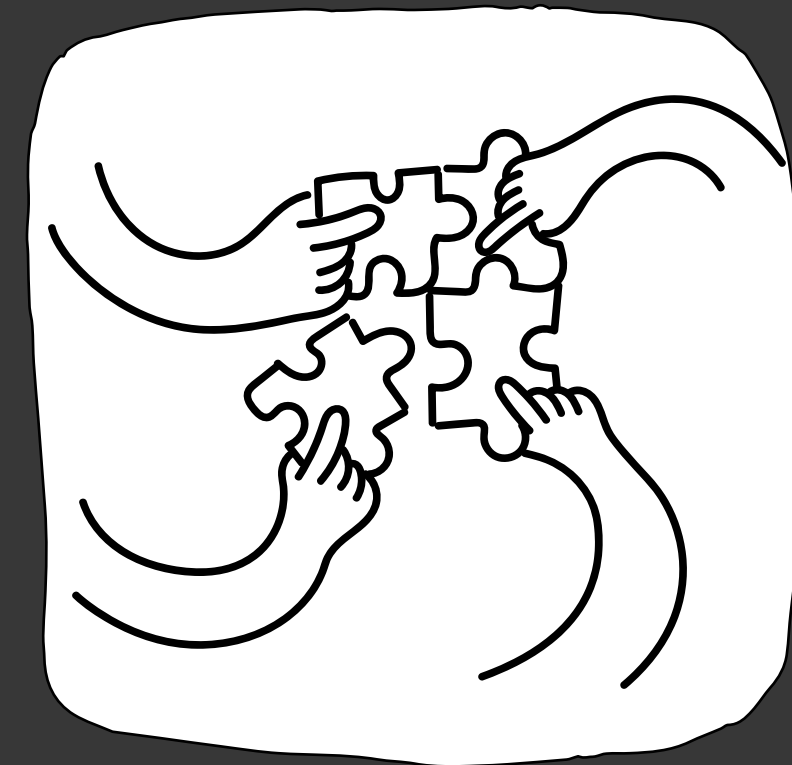
CULTURAL CHANGE



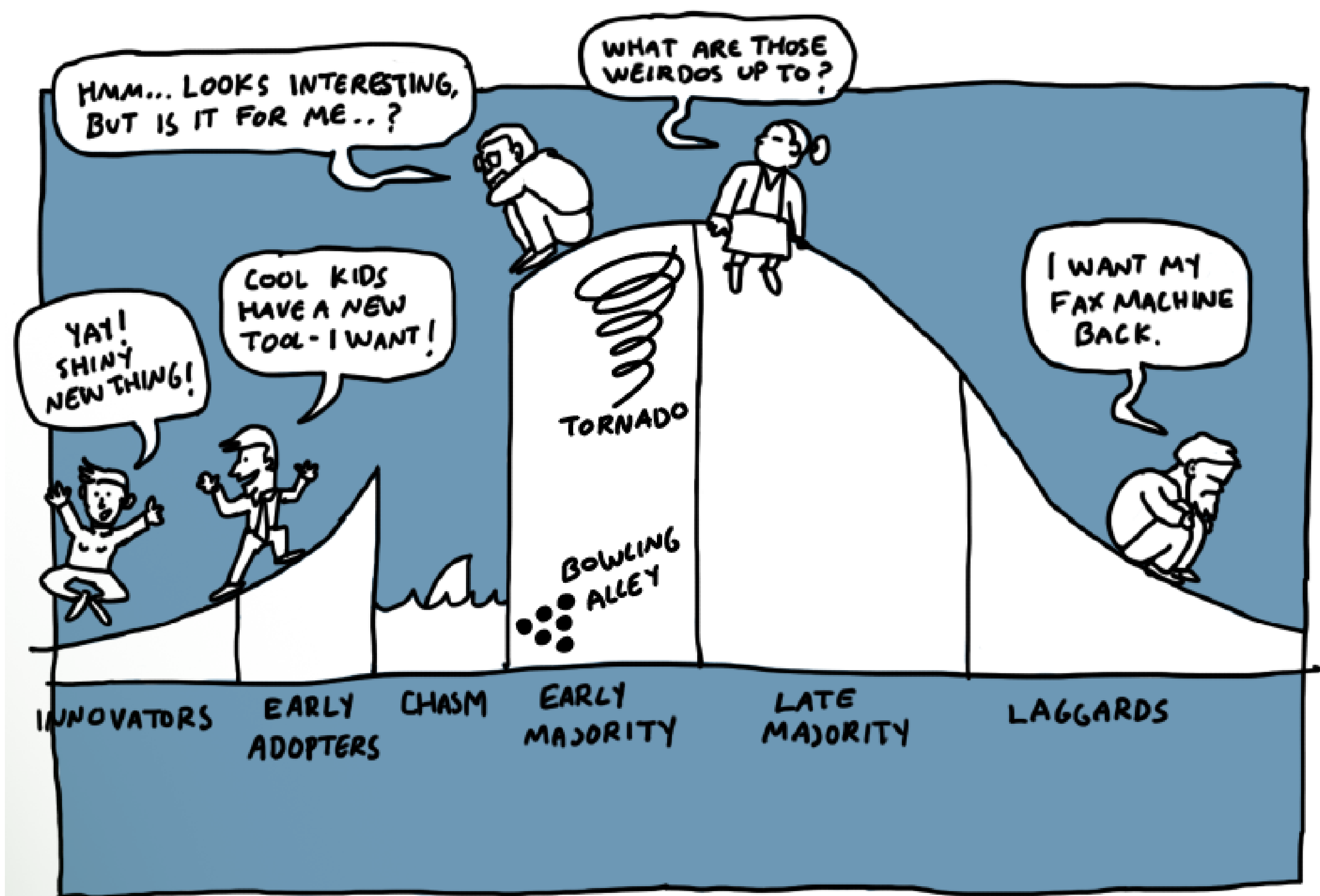
HEAD

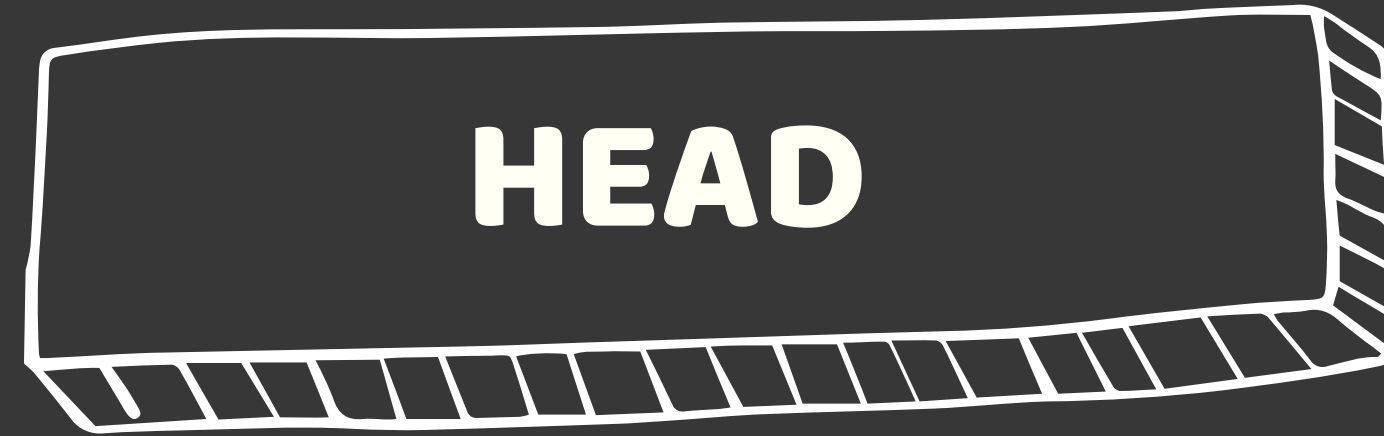


HEART



HANDS





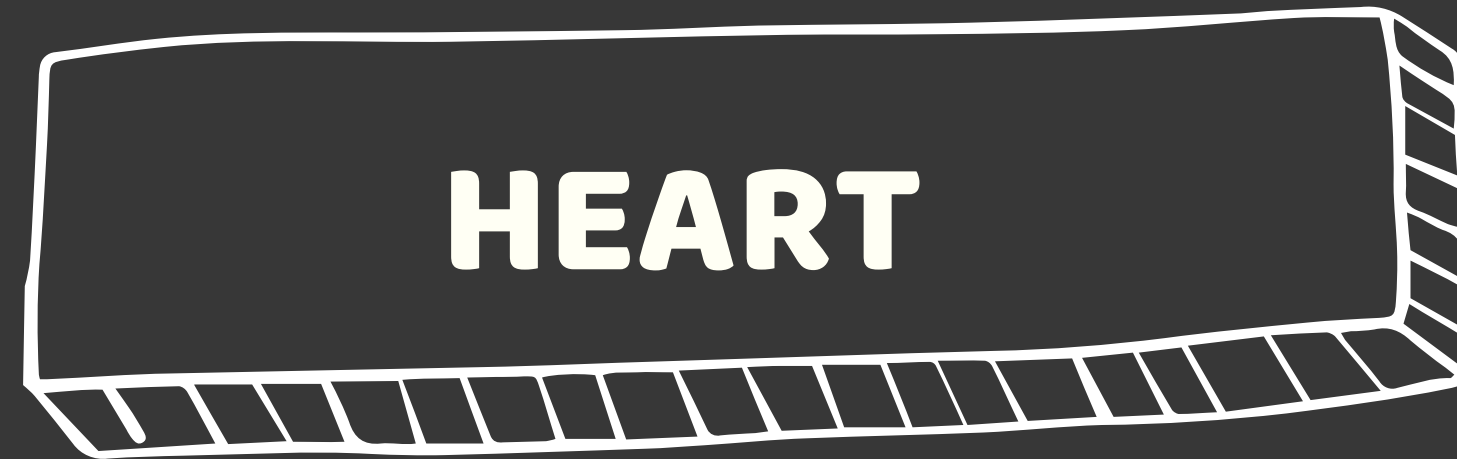
SETTING THE VISION

A FRAMEWORK TO SUPPORT THE VISION (NURTURE)

A MULTI AGENCY APPROACH TO IMPLEMENTATION

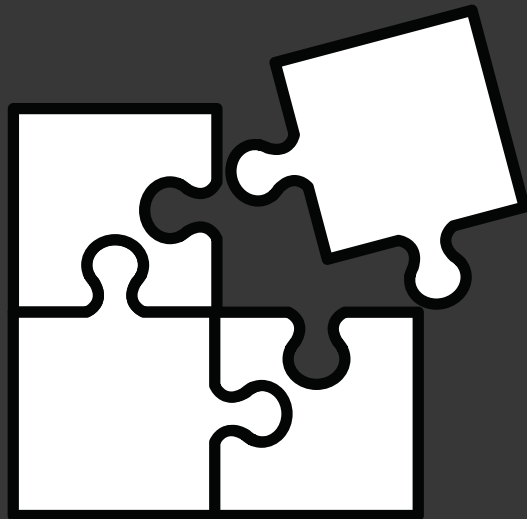
A SUSTAINABLE TRAINING PROGRAMME

SPACES TO REFLECT AND SHARE



**GIVING PERMISSION TO LOVE, HUG AND ULTIMATELY TO CARE.
REMOVING FEAR AND PROVIDING PSYCHOLOGICAL SAFETY.
SHIFTING THE NARRATIVE - ALL CHILDREN ARE GOOD INSIDE.
LOW DEMAND APPROACHES & EMOTIONAL CONTAINMENT FOR
ALL.**

**NURTURE CHARTER - SETTING EXPECTATIONS.
WITNESSING THE IMPACT IN REAL TIME.**



COLLABORATION AND CO-CREATION WITH THE THOSE THAT MATTER.

CREATING FLEXIBILITY IN THE SYSTEM.

EVOLUTION OF A LEARNING CULTURE.

RECRUITMENT MODEL - THE SEARCH FOR CULTURE CARRIERS

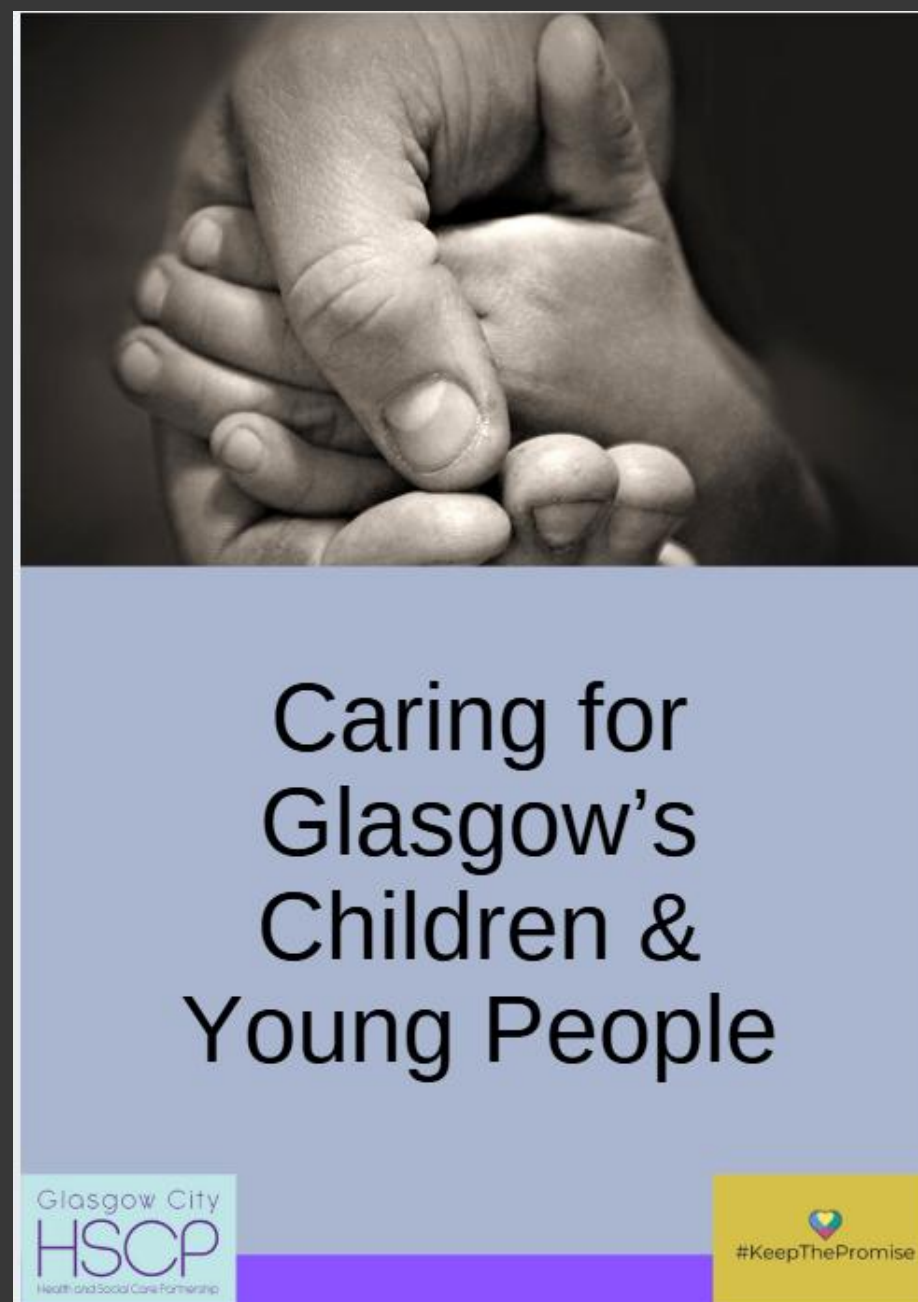
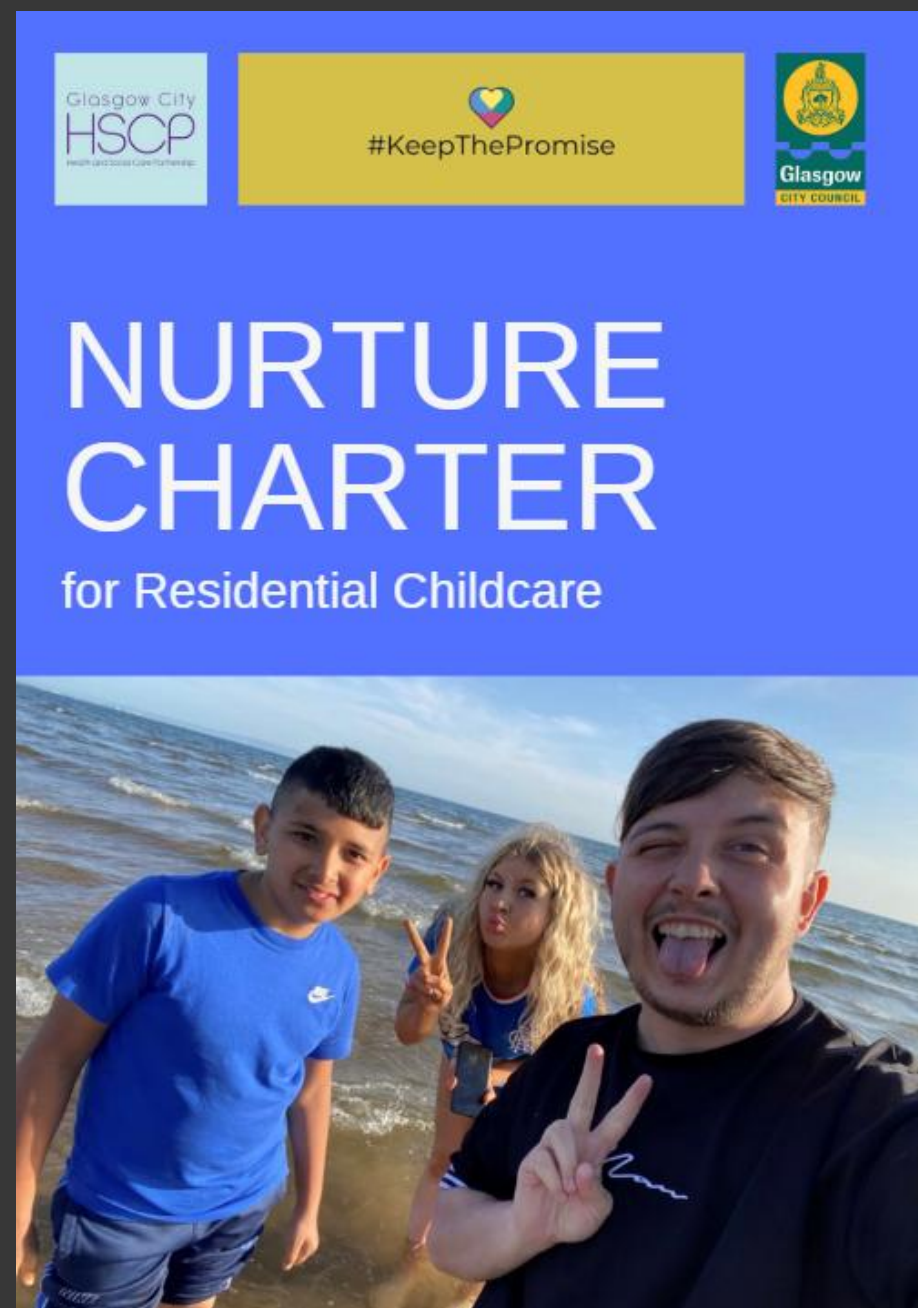
SHIFT IN LANGUAGE (CARERS, FAMILY TIME, DISTRESS, HOUSE)

INTEGRATION ACROSS LEARNING PROGRAMMES.

EVOLUTION OF PAPERWORK AND WRITING PRACTICES .

DEVELOPMENT OF THE 'CARING FOR GLASGOW'S' CHILDREN

SCAFFOLDING AROUND PRACTICE



WHAT WE'VE NOTICED...

WE HAVE CHANGED THE EXPERIENCES OF CHILDREN AND YOUNG PEOPLE FOR THE BETTER - ABLE TO EVIDENCE IMPROVED OUTCOMES

CHILDREN ARE CHOOSING TO LIVE WITH US FOR LONGER.

REDUCTION IN VIOLENT INCIDENTS.

REDUCTION IN THE USE OF PHYSICAL INTERVENTION.

IMPROVED CARE INSPECTORATE GRADES.

INCREASED REFERRALS FOR GLASGOW HOUSES.

LIFE LONG RELATIONSHIPS WITH CHILDREN AND YOUNG PEOPLE.



WHAT WE WANT TO DO MORE OF...

Nurture at Night and supporting the whole workforce

Refresher programmes

Digital Resources

Nurture for early years

Nurturing Approaches for Families





**THANK
YOU**

