

Whole Family Working – a strategy for early help in Brighton & Hove

Please note: This is a draft document for consultation until 2 March 2018.

Please email LSCB@Brighton-Hove.gov.uk with your feedback or visit

brightonandhovelscb.org.uk/whole-family-working-strategy-thresholds-consultation/



1. Introduction

- **Why we need a whole family working strategy**
- **Troubled Families Earned Autonomy**
- **Links to other strategies**

2. Brighton & Hove Profile

3. Our common purpose

- **Shared common purpose and ethos**
- **What will this mean for families**
- **Governance**
- **Commissioning**

4. Priorities for the strategy

- **Extend the whole family approach**
- **Give every child the best start in life**
- **Enable healthy, independent and safe families**
- **Education, learning and employment for all**

5. Outcomes

6. Link to the whole family working / early help offer

Whole family working – a strategy for early help in Brighton & Hove

1. Introduction

1.1 Why we need a whole family working strategy

Our vision for Brighton & Hove is that children should have the best possible start in life, growing up happy, healthy and safe with the opportunity to reach their potential, with no one left behind.

Most children, young people and families in Brighton & Hove have a good quality of life. However there are some who find life more difficult for a variety of reasons including families who face complex, multiple problems needing expensive specialist services.

The purpose of the strategy is to agree a collective commitment that whole family working and early help is the responsibility of everyone who works with children and families. The aim of the strategy is to transform services to improve outcomes for vulnerable families and reduce the demand for high cost services.

This document should be read together with the [Brighton & Hove Threshold Document](#) which includes guidance on levels of need and information about our whole family working and early help offer.¹

There is national evidence that helping families as early as possible and providing the right support at the right time can stop problems getting worse and help families lead happier and healthier lives.

Early help means providing support as soon as a problem emerges, at any point in a child's life, from the early years through to the teenage years and 25 for young people with Special Educational Needs and Disabilities.

Effective early help relies upon partners working together to:

- identify children and families who would benefit from early help
- undertake an assessment of the need for early help
- provide services to address the assessed needs of a child and their family which focuses on activity to significantly improve the outcomes for the child and family

Transforming services to whole family working

For families with multiple problems an integrated “whole family” approach that recognises and deals with their interconnected problems is most effective. Whole family working means transforming services from a number of unconnected professionals with their own assessments, thresholds and measures to integrated, family-focussed, outcome based working.

Whole family working will improve outcomes for families and reduce the demand on costly specialist services. This is essential at a time when public services are facing an increased demand for specialist services while the funding to provide these services is reducing significantly.

¹ A new version of the Threshold Document is being consulted on at the same time as this strategy

The importance of work for families

The Government's [Working Lives](#) report has shown that in addition to reducing family income being out of work can also damage families' resilience, health and stability, and thus undermines child development. Where parents access stable work that provides increased financial stability employment can become a protective factor that contributes to better outcomes.



Parental Conflict

The Early Intervention Foundation's work on [parental conflict](#) indicates that the quality of the relationship between parents, specifically how they communicate and relate to each other, has a significant influence on effective parenting and children's long-term mental health and future life chances.

Where conflict between parents is frequent, intense and poorly resolved, it can harm children's outcomes – regardless of whether parents are together or separated. This includes family contexts not usually regarded as 'high-risk', not just where parents have separated or divorced or where there is domestic violence. Conflict can affect children in all types of parental relationships, which includes:

- Parents who are in a relationship with each other, whether married or not
- Parents who have separated or divorced
- Biological and 'step' parents
- Foster and adoptive parents
- Gay and lesbian parents

Relate estimate that almost one-in-five people in adult couple relationships in the UK are in relationships which could be characterised as 'distressed'.

The [Family Stress Model](#) shows how poverty and economic pressure affects the quality of interparental relationships, which in turn impacts on child outcomes.... Increasingly interparental conflict is seen as the central mechanism of or a precursor to poor parenting and negative child outcomes. This means that parenting interventions in families where there are high levels of interparental conflict are unlikely to be effective. (Early Intervention Foundation).

Adverse Childhood Experiences

Adverse childhood experiences (ACEs) have been shown by research in the USA and Wales to be linked to a range of health harming behaviours. There is a strong relationship between the extent and severity of exposure to ACEs and the impact on physical and mental health wellbeing across the life course.

ACEs include verbal, physical and sexual abuse, parental separation, exposure to domestic violence, parental drug use, parental mental illness, parental alcohol abuse and incarceration of a family member.

1.2 Troubled Families Earned Autonomy

Brighton & Hove City Council is signed up to participating in the national Troubled Families Programme. The Troubled Families Programme is based on a common interest and ambition to transform the lives of this country's most complex families; to improve the services that work with them; and to ensure more efficient and effective use of public money for the long term. It's objectives are:

- for families – to make significant and sustained progress against all their multiple problems and to make work an ambition for all families
- for local services – to transform the way that public services work with families with multiple problems to take an integrated, 'whole family approach'; and to help reduce demand for reactive services
- For the taxpayer – to demonstrate that this way of working results in lower costs and savings for the taxpayer

Brighton & Hove is one of 19 local authorities working with the Troubled Families Unit to develop Troubled Families Earned Autonomy. Earned Autonomy is a new way of funding the Troubled Families initiative which aims to agree ambitious but realistic outcomes and provide the flexibility to move further and faster in transforming services. In Brighton & Hove we aim to use this flexibility to embed specialist support into whole family case working in an area of outstanding concern for the programme locally – mental health and wellbeing and the connected area of interparental conflict.

As part of the Troubled Families Programme we are monitoring our progress in transforming services using the [Early Help Service Transformation Maturation](#) Model. We will measure progress against this strategy by completing a self-assessment and action plan against this model (in 2018-2019 and 2019-2020).

1.3 Links to other strategies

Brighton & Hove's Whole Family Working Strategy reflects the city's Joint Health and Wellbeing Strategy, the Children and Young People Joint Commissioning Priorities and the [Council's Corporate Plan](#).

This strategy should be read together with the [Brighton & Hove Threshold Document](#) which sets out a description of levels of need and services to meet those needs.

Other relevant strategies and documents are:

- [Early Years Strategy](#)
- [Neglect Strategy](#)
- Learning disability joint working protocol
- [Living well in a healthy city](#) – annual report of the Director of Public Health
- [Children's Mental Health Local Transformation Plan](#)
- [Community Safety and Crime Reduction Strategy 2017-2020](#)
- SEN Partnership Strategy

2. Brighton & Hove Profile

In a time of reducing resources it is essential that we focus on services which best meet local needs.

Brighton & Hove is a vibrant city that is culturally, economically and socially diverse. According to the last census, 19.5% of the resident population belongs to a non-White British ethnic group (53,400 people), defined here as Black or Minority Ethnic or BME, an increase of 12% since the 2001 census. 37% of BME residents are 'White Other than British', 21% Asian/Asian British and the mixed/multiple ethnic group makes up 20%. The lesbian, gay, and bisexual population makes up an estimated 11-15% of our population, equating to between 26,400 and 34,900 residents based on 2015 population estimates. It is estimated that there are at least 2,760 trans adults living in Brighton & Hove.

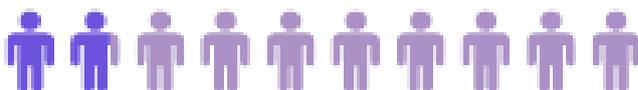
In 2015, there were an estimated 17,400 residents aged 18-64 with moderate or severe physical disabilities, and 30,900 with a common mental health problem. There were an estimated 5,500 people aged over 18 with a learning disability. The day-to-day activities of 16% of city residents are 'limited a little' or 'limited a lot' by health problems.

The city is one of the most deprived areas in the South East and has a population with significant health needs and inequalities (JSNA 2017). Smoking, alcohol and drug misuse in particular are significant issues together with higher than average levels of estimated and self-reported common mental health issues.

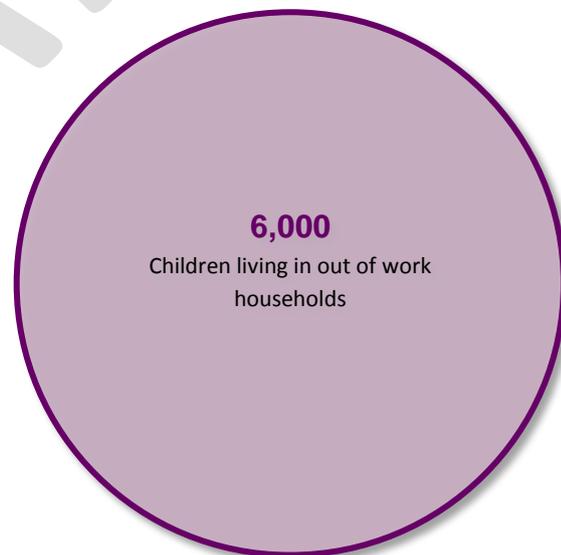
The city has a similar proportion of unemployed adults (6%) to Great Britain, but a higher proportion than the South East. (www.bhconnected.org.uk)

Key outcomes for children and young people:

- 18% of children **live in poverty** (20% in England)
– 7,800 children (2014)

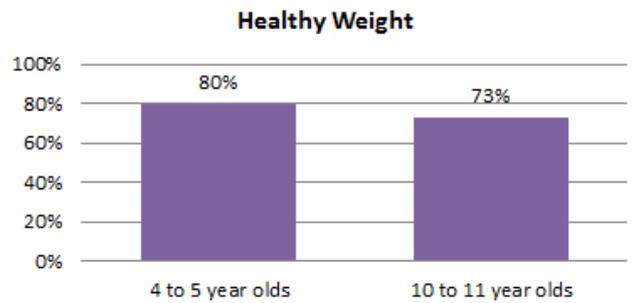


- 6000 children live in out of work households (2014)

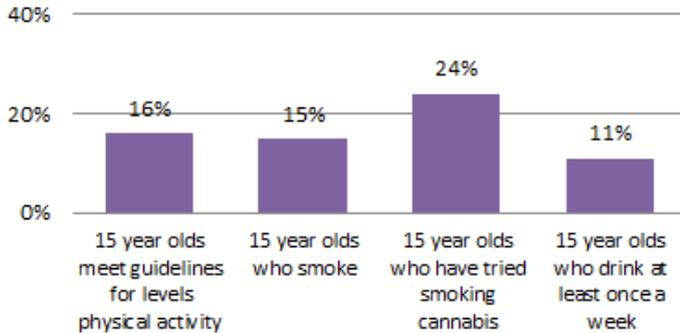


- 5441 children with special needs and disabilities are in school and 975 with statements or Education, Care and Health Plans

- **Healthy weight** is improving:
80% of 4-5 year olds and 73% of 10-11s



- Just 16% of 15 year olds meet guidelines for levels of **physical activity**



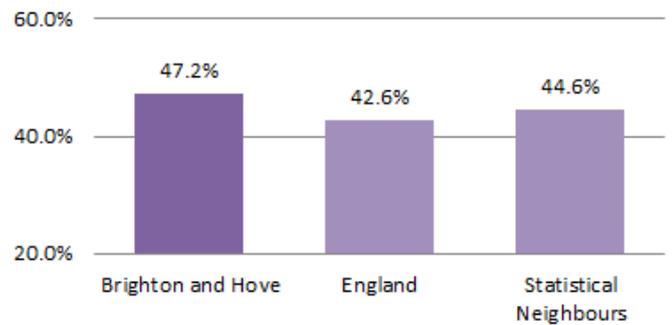
- 15% of 15 year olds **smoke** and 24% have tried **smoking cannabis** – highest rates in England

- 11% **drink** at least once a week – third highest in England

- 11% of children have **persistent absence** from school (10% or above)



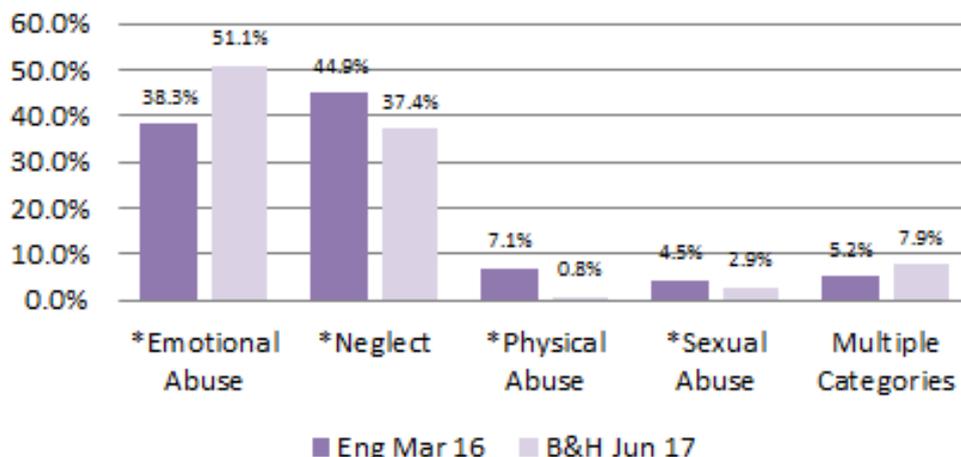
- 47% of KS4 pupils achieved a **strong pass** (grade 5+) in English and Maths in the 2016/17 academic year. Nationally 42.6%, statistical neighbour 44.6%



- Brighton & Hove has 424 **Children in Care (CiC)**, 372 Children subject to **Child Protection Plans (CPP)**, and 1097 Children who are **Children In Need** (as at 30th September 2017)



CP Plans by Category of Abuse



3. Our Common Purpose

3.1 Shared common purpose and ethos

Early help is an approach rather than a discrete service. It involves all partners sharing responsibility for intervening as early as possible to help children, young people and families at risk of poor outcomes. Most importantly partners agree that early help is everybody's responsibility. Partners include all organisations who work with children and families including early years providers, schools, mental health services, community and acute health services, voluntary sector organisations, probation services, the police and local authority (including both children's and adult services).

We are consulting on defining a shared common purpose that all partners in Brighton & Hove will work together to achieve a shared common purpose:

“We all want all children and families to achieve the best possible outcomes. We support families through the challenging times and we work alongside children, young people and their parents and carers to build their capacity to cope with life's difficulties in order to thrive.”

All public organisations have an important role in tackling inequality. In a time of reducing resources we want to support families experiencing the greatest disadvantage and we will work with families to reduce their exclusion and ensure equality of opportunity.

3.2 What will this mean for families?

The aim of the strategy is to transform services for families so that:

- Families trust the professional they are working with and are able to access a range of support through them. Families become confident to access services independently including community and voluntary services that meet their needs.
- Professionals working with families are able to work across services to deliver support that is needed for the family - the service the family receives is no longer dependent on which agency provides it.
- The families' needs and circumstances are captured in one assessment and one family plan, with the family keyworker having access to all of the information that is relevant to provide support to the family.
- The family are able to make lasting changes to their lives to improve the outcomes for their children and are more resilient in the future.

3.3 Governance

Strategic challenge and oversight of the whole family approach will be through the Health and Wellbeing Board with continued operational scrutiny on performance through the Local Safeguarding Children Board.

We will establish a whole family working partnership to ensure a common purpose across senior leaders to lead, design and deliver services that best meet local needs for families with complex problems.

We are bringing together the city's Clinical Commissioning Group (CCG) and the Council's care services. A shadow executive will operate from April 2018 with the Council and CCG further developing approaches to joint working including a work programme to address shared priorities. A focus will be the review of mental health services and how they are commissioned, delivered and received in the city with a shared emphasis on prevention.

3.4 Commissioning

There is a Joint Strategic Commissioning Group which brings together the Clinical Commissioning Group (CCG), the Public Health and Families, Children and Learning in the Council. As the integrated governance arrangements embed we will move to much greater joint commissioning of services by Public Health, the CCG and the Council.

We have started testing this approach with Public Health, CCG commissioners and the Council's Families, Children and Learning jointly commissioning a new Wellbeing Service for children and young people incorporating a strong partnership with Secondary schools.

A core part of the Troubled Families Earned Autonomy approach is to use robust cost benefit calculations to assess the impact of early help interventions and ensure, with limited resources, that delivery is effective and matches local needs.

We will establish a strong cost benefit evidence base and jointly plan for how those interventions will be funded after 2020 when the Troubled Families programme ends, using a multi-agency, integrated commissioning approach that maximises the savings to our high cost specialist services.

4. Draft Priorities for the strategy.

We are consulting on the following priorities for the strategy:

1. **Extend the whole family approach**
2. **Give every child the best start in life**
3. **Enable healthy, independent and safe families**
4. **Education, learning and employment for all**

4.1 Priority One: Extend the whole family approach

Easy access to services

We want families to be able to find help at the right time when they need it. Services should be easy to engage with and easy to find. Families should be helped to identify what help they need and where this will come from regardless of the service they present to.

Our [Threshold Document](#) includes clear information for families and professionals about levels of need and the services available to support families.

We will establish a whole family working practitioners forum with representatives from voluntary, private and statutory sectors with the aim of increasing skill, knowledge and awareness of early help and whole family working and to raise concerns about guidelines, local practice and training.

We will ensure that the early help offer is clearly communicated to families ensuring there are easily accessible services, delivered locally across the age-range for families and individual children. Our Family Information Service, based in the Front Door for Families, provides information about services for both parents and professionals.

We want to see partners using our online whole family working pages for professionals to access guidance and information and connect to signposting to lateral services.

Taking a whole family approach

We want to build on our existing whole family working services to improve outcomes for families. This means professionals asking about what's happening for the other members of the family and trying to identify and work on both their strengths and the drivers of their difficulties.

Sometimes this is done by one keyworker, for example a family coach whose remit is to work proactively with all family members; this may be direct work or bringing alongside other professionals. Many professional roles involve focus around a particular area such as education or health needs; working on a more specific set of issues such as health concerns for one member of the family but being alert to the impacts back and forth through the family of that condition and the drivers that make life more difficult for them and reduces their resilience as a family.

In Brighton & Hove we have very high housing costs and below average wages; having enough money to afford the basics and having a security in your housing is key as is gaining the skills to access decently paid work. A whole family approach means being alert to these kinds of issues and having a good sense of where to direct parents and carers to the right support and advice.

Whatever the professional context of an intervention, prevention is always seen as key and thinking about the family as a whole and the needs and strengths of those family members will always improve the outcomes during an intervention and increase the likelihood that positive changes will have traction over time.

Existing services with a whole family approach include:

- In 2015 Children's Social Work moved to the Relationship based model of practice where the child and their family are supported by a consistent social worker who is in turn supported by a Pod of social workers and consistent business support
- The Integrated Team for Families works to a clearly articulated model of whole family working with clear evidencing of issues and outcomes, drawing on/advocating with specialist services whilst holding the family

Family Coaches

Family Coaches work with families with multiple disadvantages **that fall just below the social work threshold**, where there are multiple barriers to achieving positive outcomes

Family Coaches complete an [Early Help Strengthening Family Assessment](#), bring together a Team Around the Family, make case decisions and work in partnership with other agencies, to design and deliver effective interventions to enable families or individuals to meet the goals identified in the SF Action Plan that prevent families (re)entering social work. The engagement of the family is between 6-9 months.

- The [Brighton City Partnership for Education](#) work to a whole family model at a lower level of need with a clear remit to build resilience for families with primary school children in the central area of the city. The engagement with the family is usually for less than 3 months.

Other services are moving to a whole family approach:

- Schools Wellbeing Service – a small team of Family Practitioners work with parents where children have social and emotional mental health issues
- Young people's substance misuse services have altered the roles workers take from a separate worker for the parent and the young person to one worker supporting both in a family to emphasise the role of parents as assets
- The Extended Adolescent Team is part of a new Adolescent Service and provides a whole family approach to supporting young people aged 11-17 years
- Close working between the Homeless Prevention Team in Housing and Families Children and Learning in the Council to prevent families becoming homeless and support earlier those that require temporary accommodation

We want to see partners delivering their work with a whole family focus that is relevant to their core work but are pushing the boundaries to connect across and reference wider family needs. i.e. SENCOs and pastoral staff in schools use our online information for professionals to access and signpost/hand on parents to Money Advice as basic. All schools disseminate up to date welfare reform bulletins, provided by the welfare reform team, for parents. Some schools are hosting money advice surgeries after school for parents etc.

Delivering Family Support with Primary Schools

*As part of our **Troubled Families Earned Autonomy** we will build on the success of the **Brighton City Partnership for Education Family Support Service** delivered in partnership with a cluster of primary schools and the Council by extending this approach to more schools.*

Importance of fathers

There is a developing body of evidence that the role of fathers could be more prominent in improving outcomes for children including preventing children being taken into care. We know that a child who has a supportive and close relationship with their father is more likely to do well in adulthood regardless of whether or not they live with him when they are growing up, and that fathers who have a poor-quality relationship with their child's mother are less likely to be involved in their children's lives.

'Founding Fathers' work with school aged children who do not live with their fathers and who have a strained, or no relationship with them, but who want this to change. Using a planned ten step procedure involving all parties, the project supports the child in building a lifelong relationship with his/her father and equips the father to take on this responsibility.

We will ensure that the role of fathers is considered as part of the Whole Family Approach.

Support for families with children with special educational needs and disabilities (SEND)

Families with children with SEND can face particular challenges including feeling isolated and barriers to work which can lead to families living in poverty.

We will review the support for families with children with SEND as part of the SEND review.

Access to community and voluntary sector support

We want families to help find ways to help themselves and to develop resilience and independence. Families live in local communities and can benefit by being productive members of their local community while drawing on its assets and resources. The Council is developing neighbourhood working to bring together services in identified areas of the city to link more with local residents and other partners in the area.

We will develop a neighbourhood approach to services for local communities starting with Whitehawk, Moulsecoomb and Hangleton.

Better understanding of families' experiences

The relationship between families and those offering help is fundamental for delivering effective support. This must be a partnership based on respectful engagement and a commitment to helping families help themselves. We have a diverse population in the city with different types of families and recognise that different families will have different experiences and needs.

We want to have a better understanding of children and young people and parent/carer experience of our and other services and what their (experts by experience) top priorities are in how and what we do to support families. At the heart of the conversation needs to be what works to support parents and carers in their role with a strong vision of parents and carers as the key asset for their children's future.

We will continue to ask children, young people and parents/carers for their views on the services they are receiving. We will widen our questions to look at their experience of the different services they receive and the impact for the whole family.

Skilled workforce that understands the importance of early help and whole family working

A highly skilled, professional workforce is crucial. Professionals need to have the skills and confidence to meet the challenges of working with children, young people and families in difficult circumstances.

The Local Authority workforce development programme has a core programme of training and online learning in place. Early Help specific training is available as are courses on interventions and techniques. The workforce development programme is accessible to non-statutory providers and has a discreet early help development thread. Most of the broader programme is open to any worker and around 30% all attendance is from partner agencies (this includes schools, FE/HE and private).

We want frontline staff to have a clear understanding of the principles of family working, a focus on whole family assessment and plan and an understanding of the impact of their work.

LSCB training - www.brightonandhovehscb.org.uk/professionals/prof_training

Health Promotions - www.brighton-hove.gov.uk/health-training

One front door

The [Front Door for Families](#) is made up of professionals with different areas of expertise who work together to assess, decide and coordinate how best to support children, young people and their families where there are concerns. The Front Door for Families service includes Referral Officers, Social Workers, Police Officers, Specialist Nurse Safeguarding Children, Education Safeguarding Officers and Family Coaches. Family Coaches triage contacts that meet the threshold for targeted Early Help and Parenting Support and will assist partner agencies in setting up Team Around the Family meetings and plans.

A multi-agency Weekly Allocation Meeting agrees the provision of effective early help where the current support for a family isn't effective or where the family/practitioner needs more support/resource than the referrer can deliver.

We will continue to develop the Front Door for Families and widen the role of the Weekly Allocation Meeting to involve more services.

High quality whole family assessments and plans in a shared format

We want to reduce the number of different assessments that a family has to go through and ensure that professionals focus on clear outcomes for the family.

We want professionals to use the Early Help Strengthening Families Assessment, Plan and Review documents.

Information Sharing and data systems

We want to further develop shared data systems to enable the identification and prioritisation of families needing help, monitoring of family progress and outcomes and the cost benefit analysis of interventions.

The core database used by children and adult social care, for complex family working will change over the coming two years with a re-commissioning process agreed by the Health and Wellbeing Board. Developing whole family reporting and the opportunity for a wider range of professionals reporting progress on one system will form a central plank of the specification for the new system.

Impact

Because of all the above we can measure and see that partners are:

- Supporting families in a way which feels less risky or stressful to the professional (single agency)
 - Contributing to supporting families with other professionals with a clear sense of where their role fits and who else is involved and why (multi-agency)
 - Families are finding their way to better outcomes for themselves and more families are stepping down out of active ongoing support as life stabilises and their capacity to cope strengthens
-

4.2 Priority Two: Give children the best start in life

Importance of the early years

A child's experiences from conception to the age of five have a major impact on their future life chances. Good parenting, good health advice and opportunities for high quality early learning together provide the foundation all children need to be healthy and to make the most of their abilities and talents as they grow up. This is particularly important for disadvantaged children where support in the early years can have the greatest impact.

We want new and experienced parents to ensure that their children start well and are born into happy and healthy environments. We want to promote healthy living and positive behaviours such as stopping smoking and for both mothers and fathers to understand the importance of developing strong attachments with their children. We will also promote positive parenting for parents who need advice and support.

Children's Centres

Children's Centres provide joined-up services to strengthen families by supporting child development, parenting, healthy lifestyles and increasing the number of working families. Health Visitors act as the main lead professional for early years; assessing families, agreeing levels of service and action plans and overseeing work by children's centre staff on family action plans. The service operates at four levels: community, universal, universal plus and universal partnership plus. School Nurses are also now based in children's centres with the aim of improving team working and consistency of support across all age ranges.

The Healthy Child Programme (HCP) is a universal, evidence based, early intervention and prevention service for children and families aimed at supporting children to achieve the best start in life. The HCP is delivered by the 0-19 Public Health Nursing Service based in children's centres.

The 0-19 public health nursing service includes a specialist team, *Healthy Futures*, which provides support for families with specific vulnerabilities, including teenage parents, homeless families, travellers, young carers and refugees and asylum seekers.

Early Learning

Parents are children's first educators and we want them to be fully aware of the crucial role they can play in their child's early learning.

We will work with Brighton & Hove's high quality early years and childcare providers in the public, private, voluntary and independent sectors to continue the high take up of early years places for disadvantaged two year olds and increase the number of 3 and 4 year olds with working parents who take up the extended childcare offer.

We will implement our Early Years Strategy to improve outcomes for young children and their families.

4.3 Priority Three: Enable healthy, independent and safe families

Positive emotional wellbeing and mental health

Improving mental health is a priority for the city. Public health data shows Brighton & Hove has high rates of drug and alcohol misuse and mental health issues for both children and adults.

Poor mental health amongst adults has a detrimental effect on children's lives, particularly as it can be associated with alcohol and substance misuse and domestic violence.

Mental health services for children and young people have been recommissioned to improve both universal and early help support. This includes a Schools' Wellbeing Service and the Community Wellbeing Service which acts as a hub for mental health referrals. This is an all-ages service (4+) which enables a family approach where relevant and complements the Schools Wellbeing Service.

Whole School Approach to emotional wellbeing and mental health

Schools, the Council, NHS and specialist mental health services are working together to implement a whole school approach to improve children and young people's emotional health and wellbeing. Primary Mental Health Workers are now based in all secondary schools and this approach is being extended to primary schools.

Safety Net support the mental, physical and emotional wellbeing of children and young people aged 8 – 13 (and sometimes 7 year olds) across Brighton & Hove. The service works with children, families, schools and neighbourhoods, building communities where children know they have the right to feel safe and adults are actively involved in protecting them from harm.

Ambit approach to improving mental health

We are embedding additional mental health resources in our social work adolescent pod to use an ambit model to support the social workers working with families.

As part of the Troubled Families Earned Autonomy we plan to increase the support from specialist workers for adult and children and young people's mental health for family coaches, to impact on the most difficult to engage clients and enable them to access appropriate specialist mental health support.

We will use the Ambit model of team which uses the trusted worker as the conduit to the client whilst providing specialist expertise and support alongside.

Positive Parenting

We want to build the capacity of parents to support their children to achieve positive outcomes. Helping parents to be resilient and effective is the most effective way to help children. We want to promote positive parenting and ensure that parents have the skills and confidence to be self-sufficient and able to manage family issues.

We will review our parenting offer to ensure that we offer parents the right level of support and make the most of on-line information.

Improving Parental Relationships

Section 1 of this strategy explained that recent research shows that parental conflict can have a significant impact on outcomes for children.

As part of the Troubled Families Earned Autonomy we plan to change the way we deliver support; to improve the mental health and wellbeing of our most vulnerable families. This will provide a two year window to deliver and evaluate the impact of a citywide, multi-agency programme of training and interventions aimed at reducing interparental conflict and improving outcomes for the whole family.

Improving adolescent health

Rates of smoking, substance misuse and teenage conceptions remain too high in Brighton & Hove. We recognise that adolescence is a distinct stage of development and understand that adolescent decision making and behaviours differ from adults. Recent analysis shows that unhealthy behaviours for young people are often clustered together.

We will work with partners to provide a balance between specialist treatment for young people involved in risky behaviour and universal prevention work. This includes strong Personal, Social and Health Education and supporting parents to talk to their children.

Domestic violence and abuse and violence against women and girls

Domestic violence and abuse, sexual violence and other forms of violence against women and girls have a significant impact on the person. They can also affect children (e.g. poor school achievement, and the risk that violence in the home can normalise violence in future relationships) and impact on the wider community.

A strategy for Domestic Violence & Abuse, Sexual Violence and other forms of Violence against Women and Girls is being developed with East Sussex. The key themes are prevention, partnership working, providing services and pursuing perpetrators.

We will work to raise awareness with young people and families and support work by schools with children and young people to deliver effective sex and relationship education.

Reducing crime anti-social behaviour

As part of the Youth Grants Programme our voluntary sector partners are working to increase the social inclusion of young people in communities and reduce anti-social behaviour in communities with council house tenancies. Family coaches work with families to reduce and prevent crime and anti-social behaviour.

We will work with partners to reduce crime and anti-social behaviour in the city.

4.4 Priority four: education, learning and employment for all

School attendance

‘Central to raising standards in education and ensuring all pupils can fulfil their potential is an assumption so widely understood that it is insufficiently stated – pupils need to attend school regularly to benefit from their education. Missing out on lessons leaves children vulnerable to falling behind. Children with poor attendance tend to achieve less in both primary and secondary school.’ Department for Education.

We want to ensure that children and young people attend school. Regular attendance at school is vital to help children achieve and get the best possible start in life. Children who frequently miss school often fall behind in their learning. There is a strong link between good school attendance and achieving good results. Young people who are frequently absent from school are more likely to become involved in, or to be a victim of crime and anti-social behaviour.

We will work across partners to focus on the importance of improving schools attendance and improve whole family support for children and young people who refuse to attend school.

Lifelong learning and employment

Part of our approach to improving the resilience of families is about making adults more independent and empowered to take control of their lives by developing new skills and accessing employment.

As part of the City Employment and Skills Plan, and specifically, the No-one Left Behind objective, we want to ensure that all adults in the city, including those who are furthest from the workplace, are supported into training and work. This also forms part of the city’s wider economic strategy to raise living standards and address inequality.

We want to increase employment opportunities and maximise family income, bringing children out of poverty and thereby improving their life chances. This includes a cross departmental response to the introduction of Universal Credit and to seek to mitigate the impact of welfare reforms.

Troubled Families Employment Advisors are embedded in the Front Door for Families early help team and provide employment coaching directly to families and peer support to other professionals to facilitate signposting and less specialist support for skills and employment. Support is also provided by family coaches as part of the Welfare Reform project, offering employment support as a whole family approach.

We will continue to work with partners to ensure the provision of lifelong learning and employment opportunities including apprenticeships for young people and adults.

5. Outcomes

Proposed outcomes for the whole family working strategy – to develop during the consultation

- An improvement in the mental health of children, young people and parents
- A reduction in the number of families where parental conflict impacts on children
- An increase in the number of fathers playing a positive role in their children's lives
- An decrease in the number of children with persistence absence from school
- A reduction in children living in poverty in the city with more parents working in jobs that pay a living wage
- A reduction in the number of families affected by violence against women and girls
- A reduction in the number of families involved in crime or anti-social behaviour and substance misuse
- Families are more empowered and resilient with less dependency on services.

6. Link to our Whole Family Working / Early Help Offer

This is being developed as part of the LSCB's review of the Threshold Document. Find out more, and give your feedback at brightonandhovelscb.org.uk/whole-family-working-strategy-thresholds-consultation