

Strengths based social care

A charter for Yorkshire and Humberside

Here we outline our commitment to strength based practice in adult social care. We work in a way that focuses on the strengths and capabilities of individuals by recognising the importance of:

**Our practice culture - How we communicate - How we work -
Our valued partnerships - Our own well-being**

We will develop our practice culture by:

- Ensuring an organisational, service, team and individual commitment to strength based working; holding practitioners and managers to account for the work they do.
- Implementing effective care navigation systems with a clear focus on prevention and early intervention.
- Helping people in need of our assistance to support themselves.
- Keeping our word and building trust with individuals and colleagues.
- Not imposing types of process and support on individuals that we would not value for ourselves or for the people we are close to.
- Always maintaining the ethics, principles and values of our professional bodies.
- Being positive in our approach to all that is in our control; promoting a culture of positivity in our teams.



We will communicate with individuals and their families by:

- Seeking first to understand rather than focussing on being understood.
- Listening in an attempt to understand rather than just listening to hear.
- Minding our language! We will not use professional jargon/acronym when in conversation with individuals, families and carers. This will also be reflected in our case file recording.
- Trying to get to know information about local care and support services that is available to individuals, families and practitioners and sharing the information with them.



Through our work we will:

- Remember that our starting point in any assessment is with what the person can do.
- Ensure that individuals have both time and space to express their aspirations and thoughts and that these are recorded.
- Ensure that when we are with individuals, we focus on them and what they have to say and not on a form or the process we need to complete.
- Talk to other professionals as appropriate, working towards common assessments by acknowledging their views.
- Be a strong advocate for advocacy to ensure the voices of all individuals are heard.
- Reflect on individuals' own strengths when considering assessment outcomes.
- Challenge processes that act as barriers to strength based practice.



We will promote strong partnership working by:

- Encouraging a locally joined up vision for strength based practice.
- Developing positive approaches to partnerships and the work of colleagues from other organisations; ensuring this positivity flows through the teams, from managers to practitioners and back again.
- Recognising the diversity of professionals in the service and ensuring that we effectively communicate to all.
- Working with all colleagues to promote a consistent view about what good practice looks like.
- Sharing our skills and knowledge with colleagues and enabling them to share theirs with us; working as members of the wider health and social care team.



In looking after our own well-being, we will be 'fit for practice' by:

- Promoting a culture of reflective practice, coaching and active learning across teams and services.
- Ensuring feedback we give about individual practice is given constructively, honestly and face to face.
- Celebrating success in assessment, support planning and casework.
- Ensuring all members of teams have equal opportunities for support in developing their professional practice.
- Remembering to give ourselves time to develop and reflect on our practice.
- Looking after ourselves by improving and maintaining our resilience.

