

The Signs of Safety approach in the Biberach district youth welfare office: Factsheet for the final report on practical research 11.06.21

(1) How is the initial situation shown?

Child protection is one of the essential and challenging tasks of the local youth welfare office wide-ranging and highly demanding suspense. On the one hand there is the ethical commission guideline that the skilled workers enable the addressee to have a more self-determined, more successful everyday life. There is 'Help paradox' that people remain as independent as possible from help and support. On the other hand, gives up the procedures for assessing the threat to the best interests of the child continue to have clear growth rates with a for a municipal youth welfare office increased pressure to perceive and act professionally in child protection. In this context, the Biberach district youth welfare office applied the Signs of Safety approach for the first time in Germany implemented.

(2) What is the subject of practical research?

Signs of Safety has been used internationally for several decades in child protection. It is characterized by a resource-oriented, appreciative and concrete everyday life of the families focusing posture. Various, specifically developed procedures based on the solution focused concept. These tools are structured in a clear and straightforward manner and with a lot of visualizing Elements. Embedded in a structured, yet tailor-made and flexible process flow the family and social networks of the family are activated from the start. The specialists work very closely in a friendly team context. The approach has a strong influence on the development of the organization and the Management of a youth welfare office.

(3) What is the objective of practical research and how was it implemented?

Due to the innovative starting position in a federal German district youth welfare office, an exploratory-qualitative and a participatory practical research approach that tends to be chosen. In addition to the experience with the Implementation in a federal German district youth welfare office was a special research focus success factors in implementation and the effects achieved at different levels. It should consequently the voices and perceptions of the addressee: are included equally. In the period from March 2019 to December 2020 were a total of 32 qualitative interviews, three participant observations, two so-called workshop discussions, in which intermediate knowledge is carried out, fed back and discussed as well four steering group discussions implemented.

(4) What are the key findings from practical research?

Success factors in the initial situation and the implementation of the implementation

- ✓ Alignment with the needs and discourses of the specific everyday work of the employees
- ✓ A high level of professional interest and at the same time an awareness of the implementation effort
- ✓ Implementation carried out widely as well as support from the top management level
- ✓ External support as well as nationwide embedding in the specialist child protection discourse
- ✓ Situationally flexibly controlled basic personnel assessment structure
- ✓ Helpful templates of usable work materials
- ✓ 'Case Audit' for personal quality development
- ✓ Support from the department heads
- ✓ Signs of Safety as a lived management concept
- ✓ Willingness to learn continuously as an organization
- ✓ Work out a tailor-made approach for your own district

Fundamentally challenging aspects in the implementation of Signs of Safety

- ✓ Technically very demanding and at the same time exhausting
- ✓ Posture is crucial and must be able to develop
- ✓ Relation to social space and living conditions
- ✓ Include stationary context
- ✓ Increased expenditure of time >> make personnel deployment more flexible
- ✓ Signs of Safety Multiplier: inside role makes sense and is extremely time-consuming
- ✓ Organizational development requires resources

Model for increasing personal and organizational professionalism

Quality building blocks	Effects	Sustainable outcome
<ul style="list-style-type: none"> + common conceptual 'language' + clear process structure + organizationally prescribed, more planned action + binding clarification of the processes and application individual instruments + clearly structured visualizations or Documentation + transparent, collegial reflections 	<ul style="list-style-type: none"> >>>> promoted Liability and Reliability both within the team as well as in relation to the addressee: inside >>>> strengthens the bond of cooperation structures 	<ul style="list-style-type: none"> >>>> significant increase the professionalism of Skilled workers and the Organization as a whole

Interaction model in a micro-context (first-order relationship work)

- ✓ First contact: affectionate, curious, open, free of assessment, compatible with the everyday system and serious
- ✓ Get in touch through a specialist
- ✓ Acceptance of the respective subjectivity, ambivalences and contradictions of everyday complexity
- ✓ go into self-relationship through addressee: in
- ✓ Contact to personal perspectives
- ✓ Clarification of one's own willingness to change
- ✓ Activation of personal, everyday life forces and development of potential for self-efficacy
- ✓ Personal responsibility for structuring the family biography
- >>>> Enabling a more self-determined, more successful everyday life for the addressee: inside

Participation through attitude and technique (second-order relationship work)

- ✓ Transparent involvement of people, assured participation and structural flexibility
- ✓ Tailored support, in which the professionalism adapts to the addressee and not the other way around
- ✓ Subjectively experienced bio-psycho-social issues of coping with life in focus
- ✓ Participation-oriented form of case documentation together with the addressee made possible Self-efficacy experiences, as the addressees themselves are direct in the formal act of case documentation Leaving traces and soundtracks.
- >>>> Measures to be planned along with the interests and potentials together with the Addressee: agreed internally
- >>>> The individual's own strengths, their social network, are (re-) mobilized from the social space
- >>>> Self-help potential becomes effective

Participation through connectivity of the professionals (third-order relationship work)

Youth Welfare Office works with the help of the various procedural methods of action of Signs of Safety as an intermediary instance between various necessary professionals: internal and lifeworld as well as family actors: inside and resources

>>>> The initial situation becomes through this social networking from a personal isolation and excessive demands of the nuclear family and thus integrates several social and lifeworld actors

Central effect

>>>>The active involvement of the children through tailor-made and activating creative and visualizing documenting procedures strengthens the children and promotes the intergenerational dialogue between Parents and children.

>>>>In the use of the family and social network in the event of a necessary taking into care, the increase Option to let the child remain safely in the existing everyday structures as far as possible.

Central open questions

? concrete procedures and interaction designs >> triggered impulses and effects ? more conducive organizational framework ? systematic personnel development ? Strengthening the management staff ? flexible control of human resources ? Orient the basic personnel assessment structure in the ASD to the supply peak ?

Financing logic as a clear influence on professional quality development or prevention ? Transitions between inpatient and outpatient lifeworld support and accompanying structures? communally supported and intensive accompanying in-house outpatient clinic?