

Shifting  
Culture with  
Compassion,  
Curiosity and  
Commitment

**A Father-  
Inclusive  
Practice (FIP)  
development  
program**

in Family Help –  
Children’s  
Services, West  
and Breckland  
area

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# Introductions

## **Anita Best**

Intervention Expert Manager

## **Travis Britton**

Father and Paternal Network  
Practitioner

West and Breckland Family Help  
Children's Services

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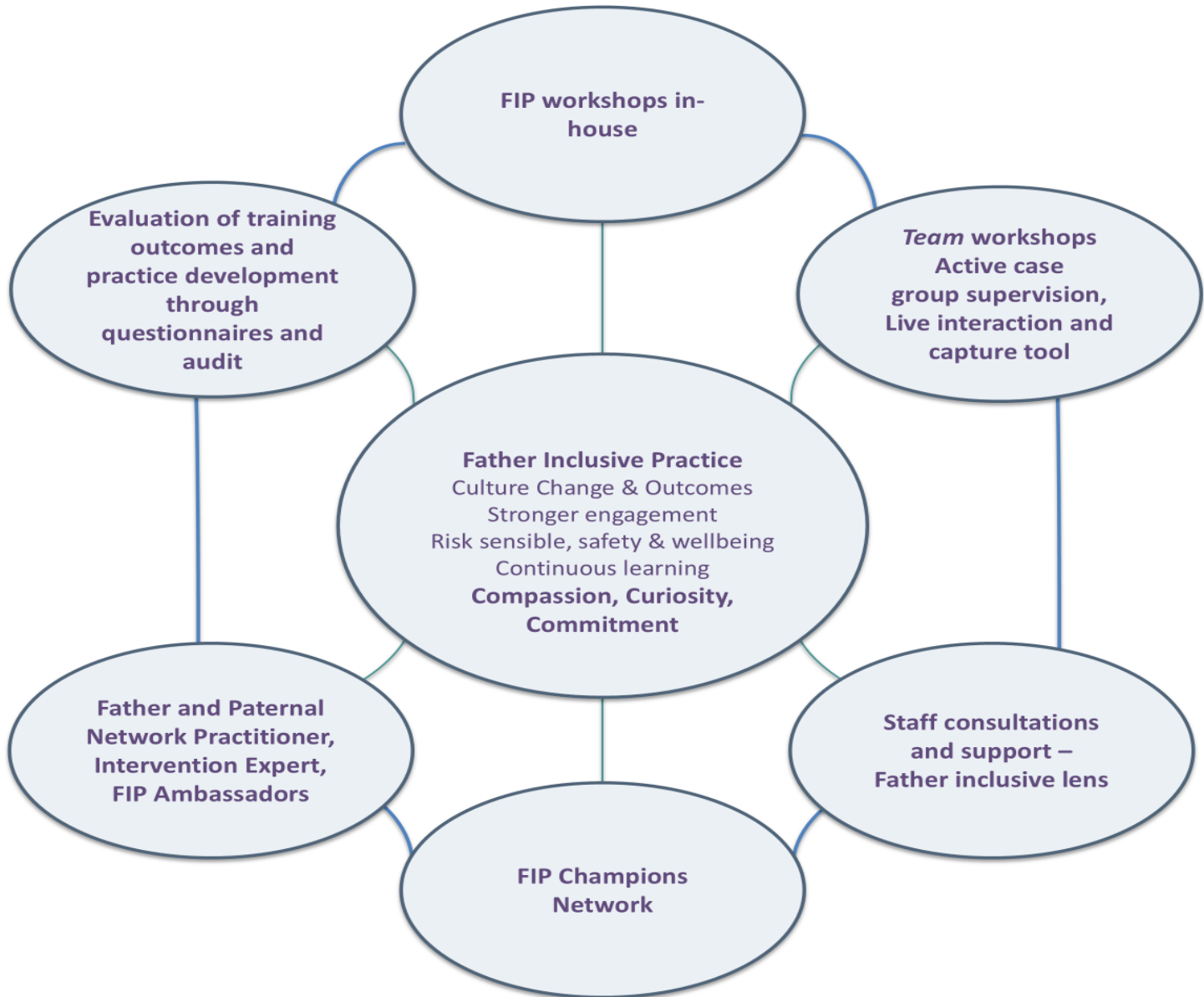
# Service Context

## Social care and Family support

Multi-disciplinary Family Help teams  
6 teams in West and Breckland

- Social workers
- Family Support workers
- Intensive Support Workers
- Domestic Abuse workers
- Team managers
- Child protection expert managers

# Interconnections - our learning approaches



An approach to training  
that models what we  
want to see in practice



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# Progress evidenced so far

Post training questionnaire results

Key areas with the strongest improvements include:

Increased understanding and awareness of father-inclusive practice

Greater confidence engaging fathers and male caregivers

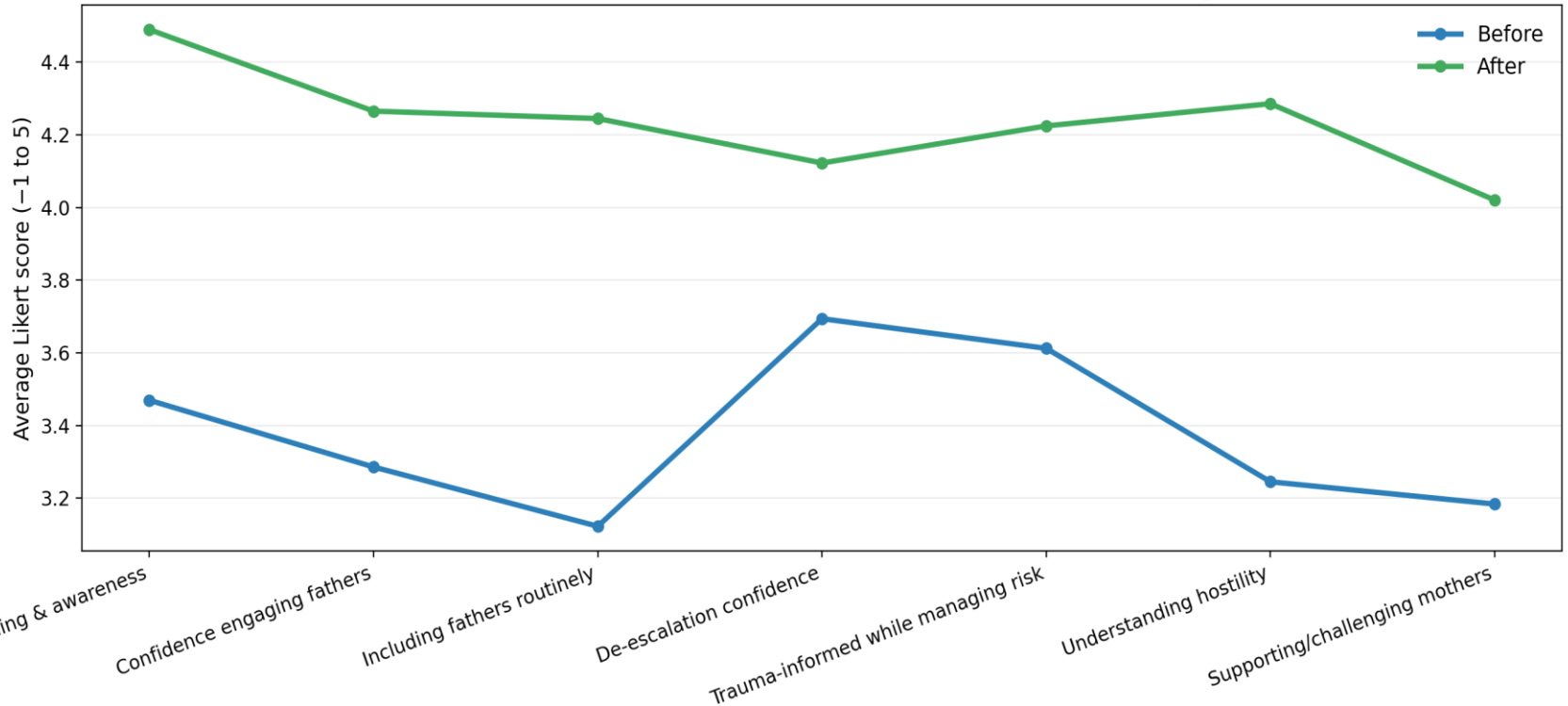
Improved trauma-informed responses when managing risk

Better insight into drivers behind father hostility

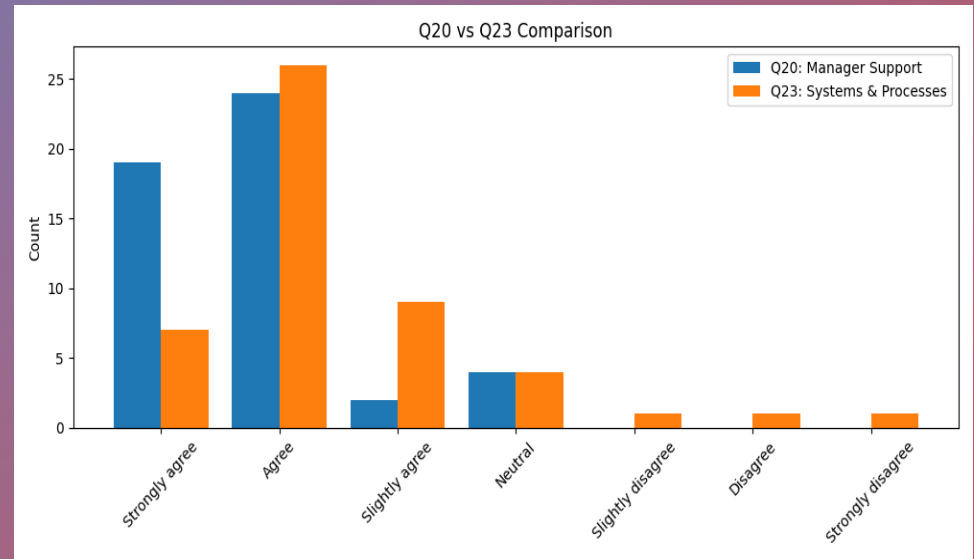
More routine inclusion of fathers in practice

# Workshop Before and After

Before vs After - Father-Inclusive Practice Learning



Workers' perceptions of how Managers and Service systems and processes support father-inclusive practice



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# Bias, Challenges, Fears & Worries

## Key themes raised by practitioners:

Fear of hostility or conflict when engaging fathers

Worry about time pressures, capacity to include both parents

System gaps such as missing father contact details (CADS)

Bias: assumptions about fathers' interest or reliability

Anxiety around challenging mothers about father involvement

Concern about safety where domestic abuse is present

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# Workshop feedback - What Practitioners Found Helpful

Most valued aspects of the  
workshop sessions:

Interactive format and group  
discussion

Use of Mentimeter to input  
responses

Real case-based reflection  
activities

Supportive facilitation and safe  
environment

Pre-existing teams and managers  
together

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# Examples of Good Practice following the workshop

Practitioners reported their new effective approaches

Proactive contact with fathers, including flexible timings

Trauma-informed conversations to uncover barriers

Ensuring fathers' voices are included in assessments

Sharing information equally with both parents

Using reflective tools such as timelines and scenarios

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# Workshop feedback - What Practitioners Need Now

- Key next steps requested:

More training on dealing with paternal figures who may appear hostile or angry

More training on trauma-informed approaches

Consistent system processes for capturing father information

Ongoing reflective supervision / consultation / safe space



Responses to training



# Next steps

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Further training/workshops for  
Family Help on their identified areas

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Independent chair and independent  
reviewing officer training

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FIP Dip sample – targeted,  
collaborative, dynamic, shared

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Report and recommendations to  
seniors and managers

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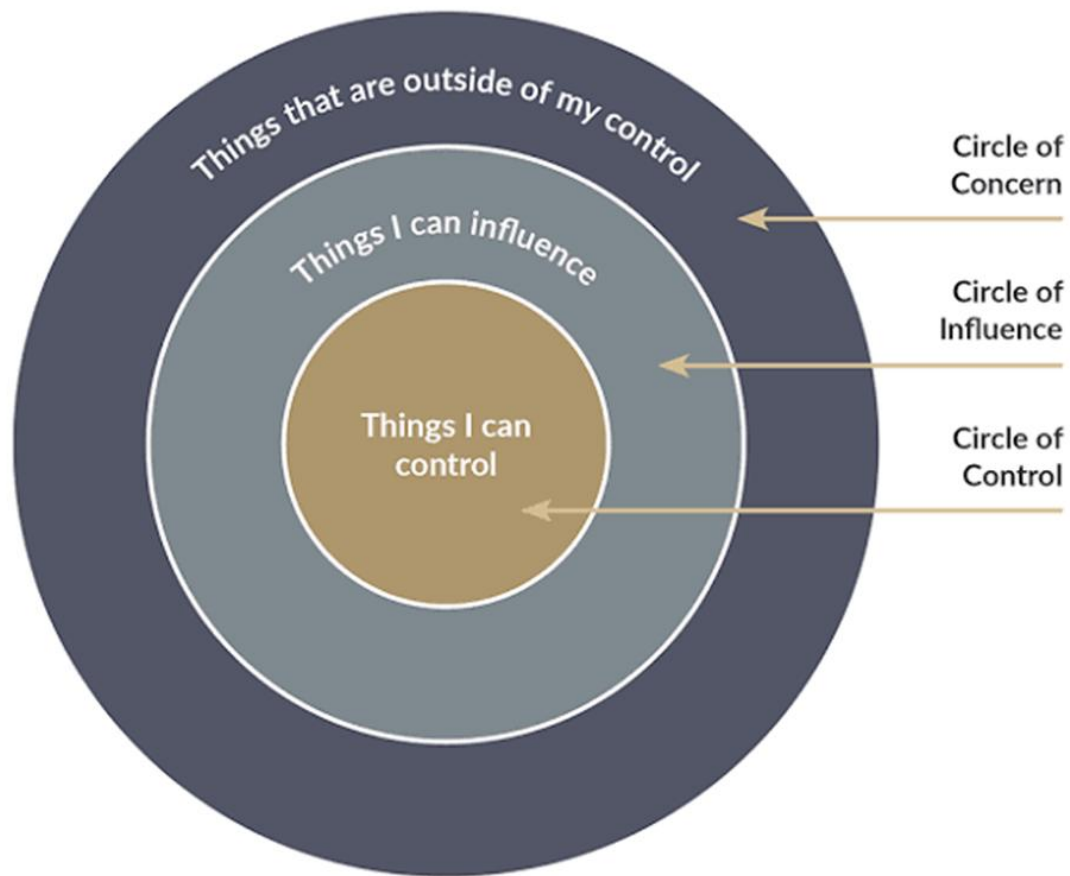
FIP support via Father and Paternal  
Network Practitioner – advice,  
guidance, reflection, and direct work

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Sharing resources across other  
children's services patches in Norfolk

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- Restorative Approaches model





Reflecting and  
learning together

Your questions,  
suggestions, and  
comments...

# Table Activity

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Consider how approaches we've discussed might or might not work in your organisations.

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Where is your work culture at currently?

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How does a compassion, curiosity and commitment approach sit with your service?

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Consider the circles of concern/influence and control for developing a Father Inclusive culture in your service.

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What are the practical opportunities and barriers for your service?

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# Compassionate enquiry conversation

What we have learned about shifting  
to a Father Inclusive culture

Inspired by Gabor Maté



# Final thoughts

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