

Kate Mckenna

Lead Associate
The Staff College

Taking a whole family approach to parental relationships



The Staff College

13th February 2025



What will we talk about?

What are we learning?

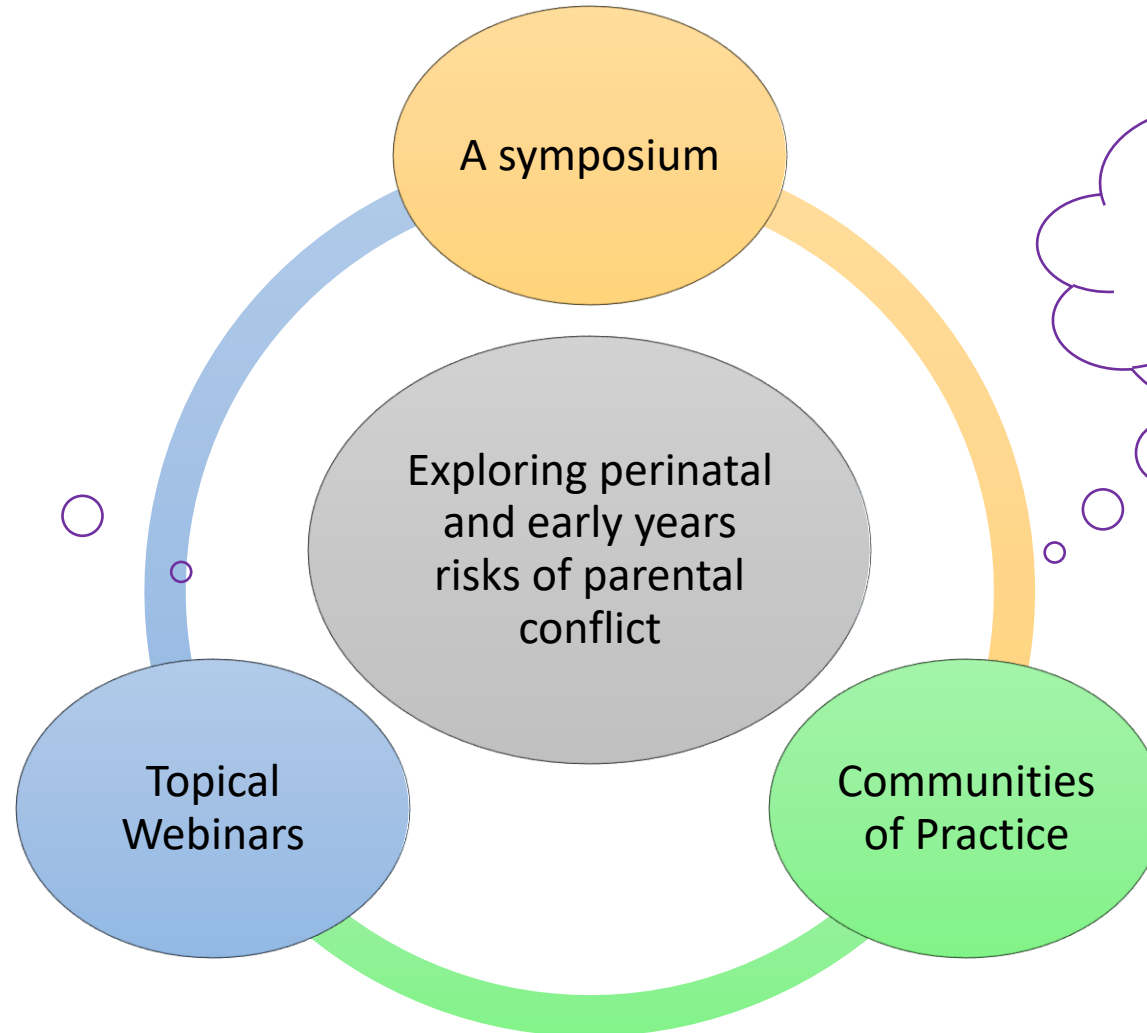
A symposium

What action will we take?

Exploring perinatal and early years risks of parental conflict

Topical Webinars

Communities of Practice





The symposium

Taking a systems leadership approach to reducing safeguarding risks

Learning from the experience of Reducing Parental Conflict Leads

Connecting 'Head and Heart'

Considering a range of perspectives

So what?

Emerging Themes

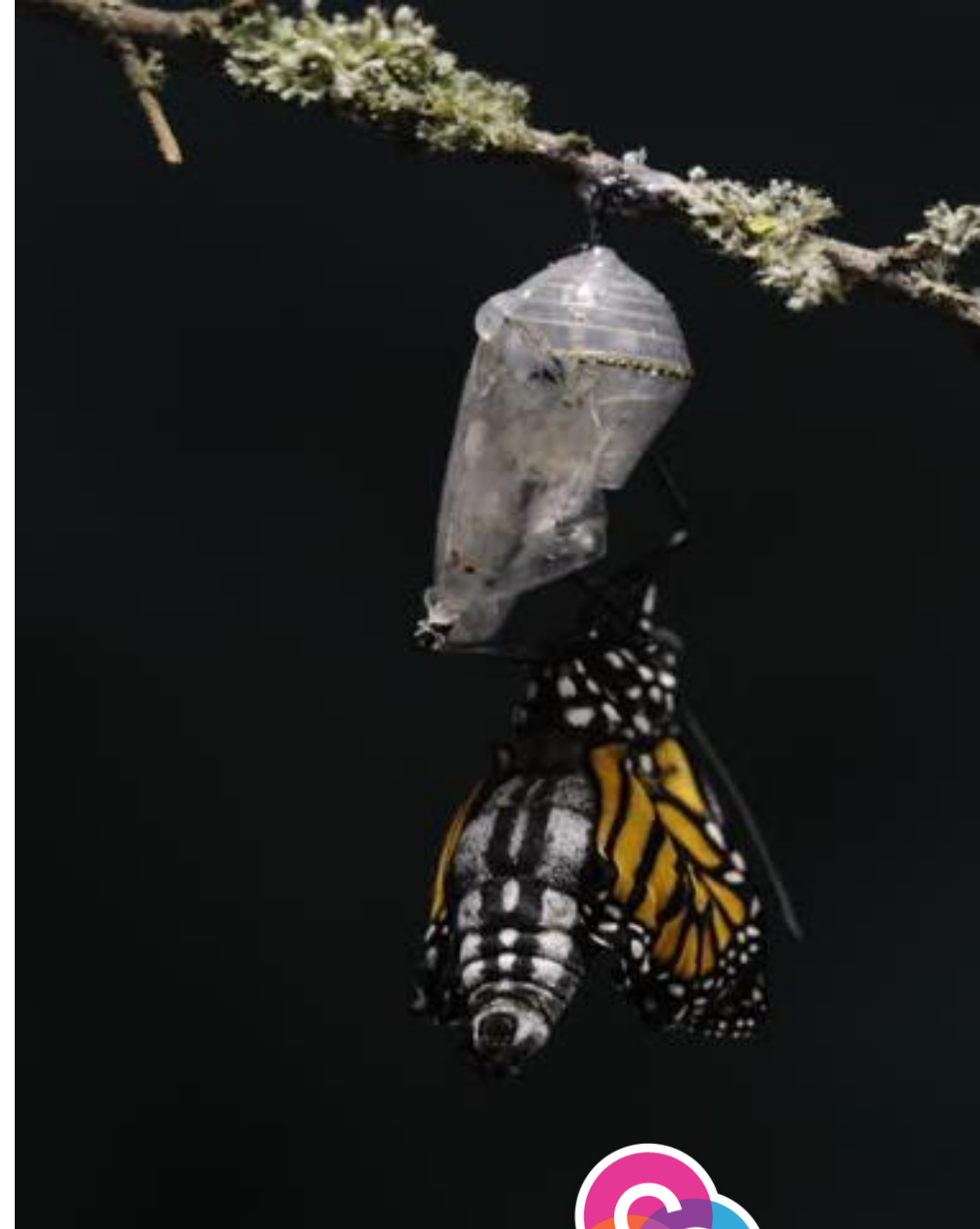
Creating a shared vocabulary and understanding the spectrum

A systems leadership approach

The impact of Parental Conflict through a perinatal and early years lens.

Working inclusively with families

Identifying and creating relationships with initiatives and partners





What action will I take?

Taking a whole family approach to parental relationships

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Creating a shared vocabulary and understanding of thresholds.
I/we will...
A systems leadership approach
I/we will...
The impact of Parental Conflict through a perinatal and early years lens.
I/we will...

-



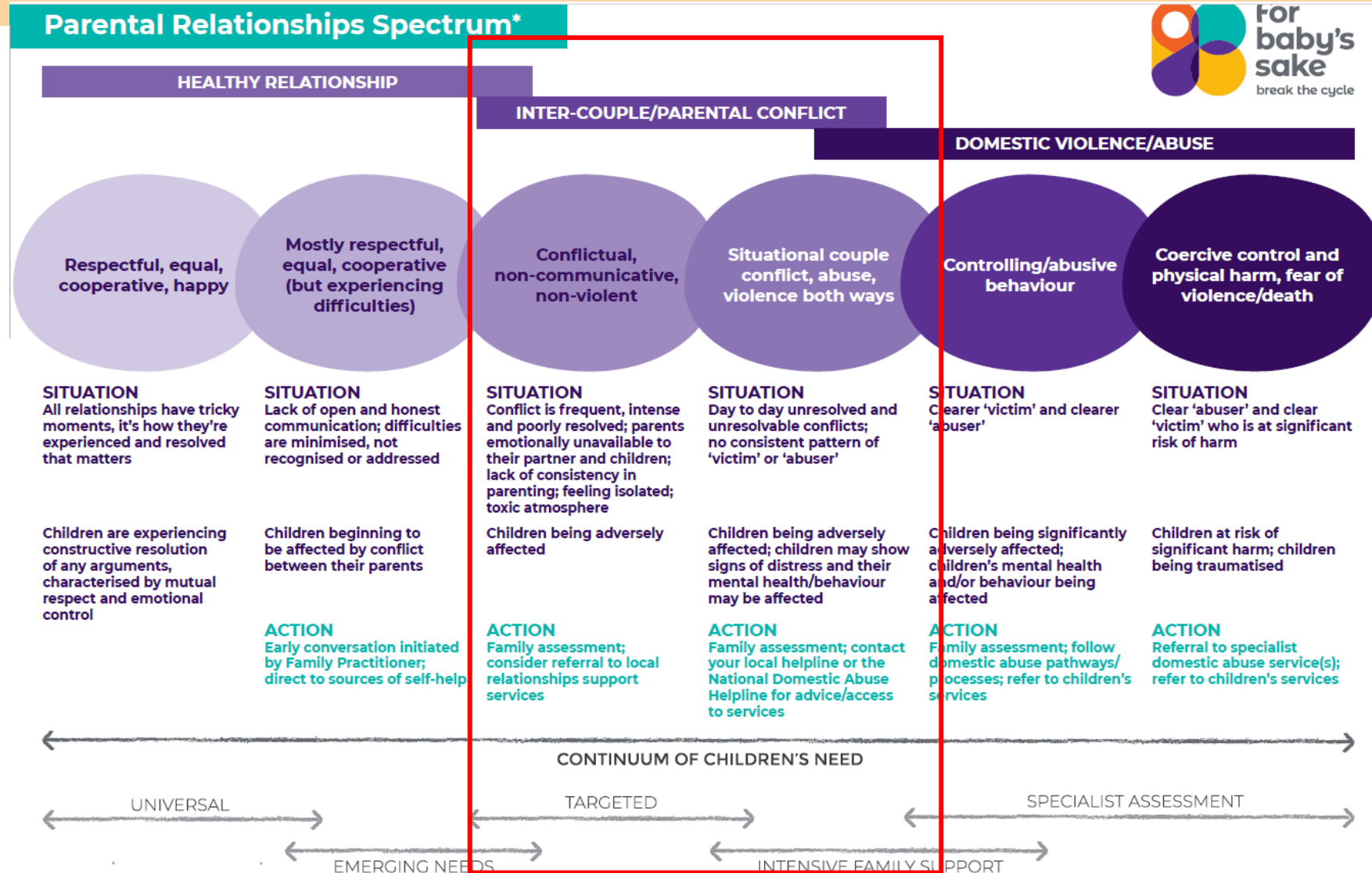
Taking a whole family approach to parental relationships

Working inclusively with families
I/we will...
Identifying and creating relationships with initiatives and partners
I/we will...
Other local priority
I/we will...





Creating a shared vocabulary and understanding the spectrum



*Adapted by The For Baby's Sake Trust from the model developed by Dr Mark Farrall, Ignition Creative Learning Limited
www.Forbabysake.org.uk



A systems leadership approach

Some definitions...

‘...collaborative leadership of a network of people in different places and at different levels in the system creating a shared endeavor and cooperating to make a significant change’

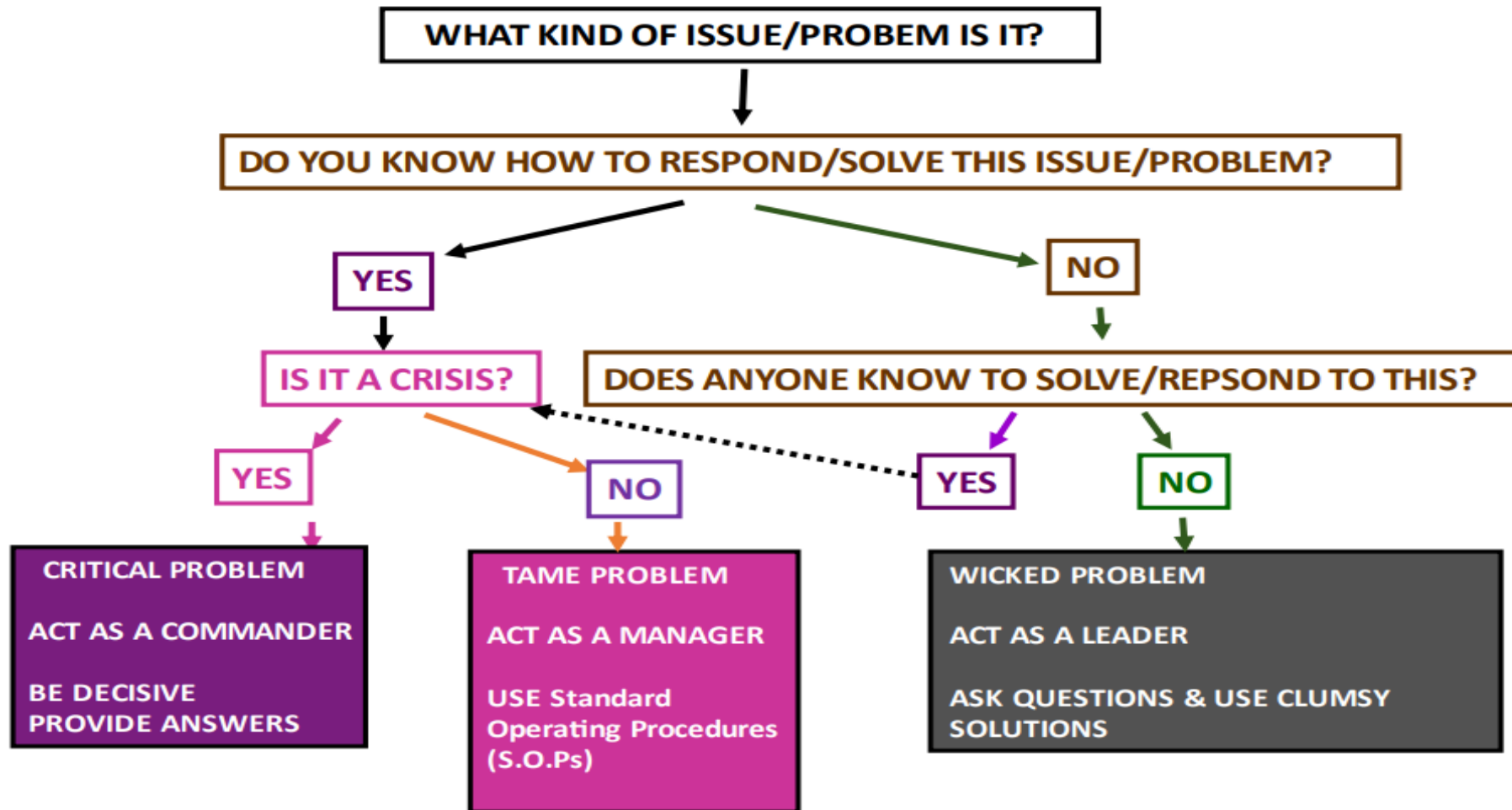
Systems Leadership: Virtual Staff College

“ ...collaborative and crosses boundaries ... organisational, professional & virtual ... extending leaders beyond usual limits of their responsibilities and authority”

Leadership Academy



Adaptive Leadership:





Systems leadership is achieved through :



Influence and
'nudge', not
formal power



Alignment
around
common vision
or purpose:
improved
outcomes for
children and
young people
and their
families



A focus on the
outcomes and
results, not the
process



Strong but robust
and honest
relationships



A mind set,
rather than
specific actions
and behaviours



The impact of Parental Conflict through a perinatal and early years lens.

- Baby brain development
- Attachment
- Relationships with providers of early childhood services
- Workforce development and support



Working inclusively with families



- Considering family make up
- Cultural competence
- Trust and Safety
- Engagement



Identifying and creating relationships with initiatives and partners



Adult Services



Health



Police



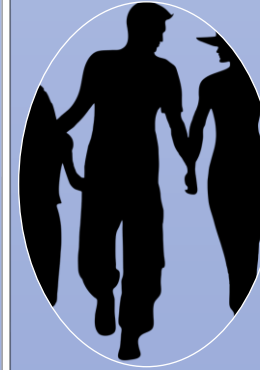
Early Childhood Providers



Schools



Safeguarding Partnerships



Family hubs

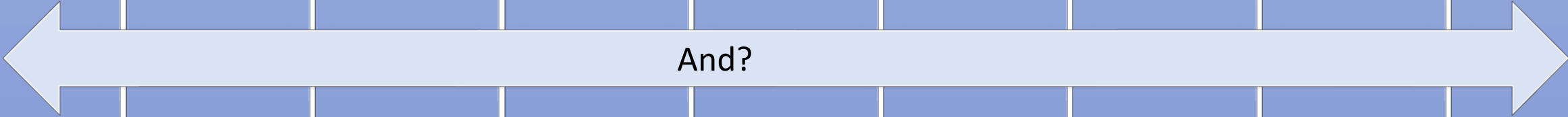


Housing



Voluntary and Community Sector

And?



What will you do next?



Taking a whole family approach to parental relationships

Creating a shared vocabulary and understanding of thresholds.
/we will...
A systems leadership approach
/we will...
The impact of Parental Conflict through a perinatal and early years lens.
/we will...

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Taking a whole family approach to parental relationships

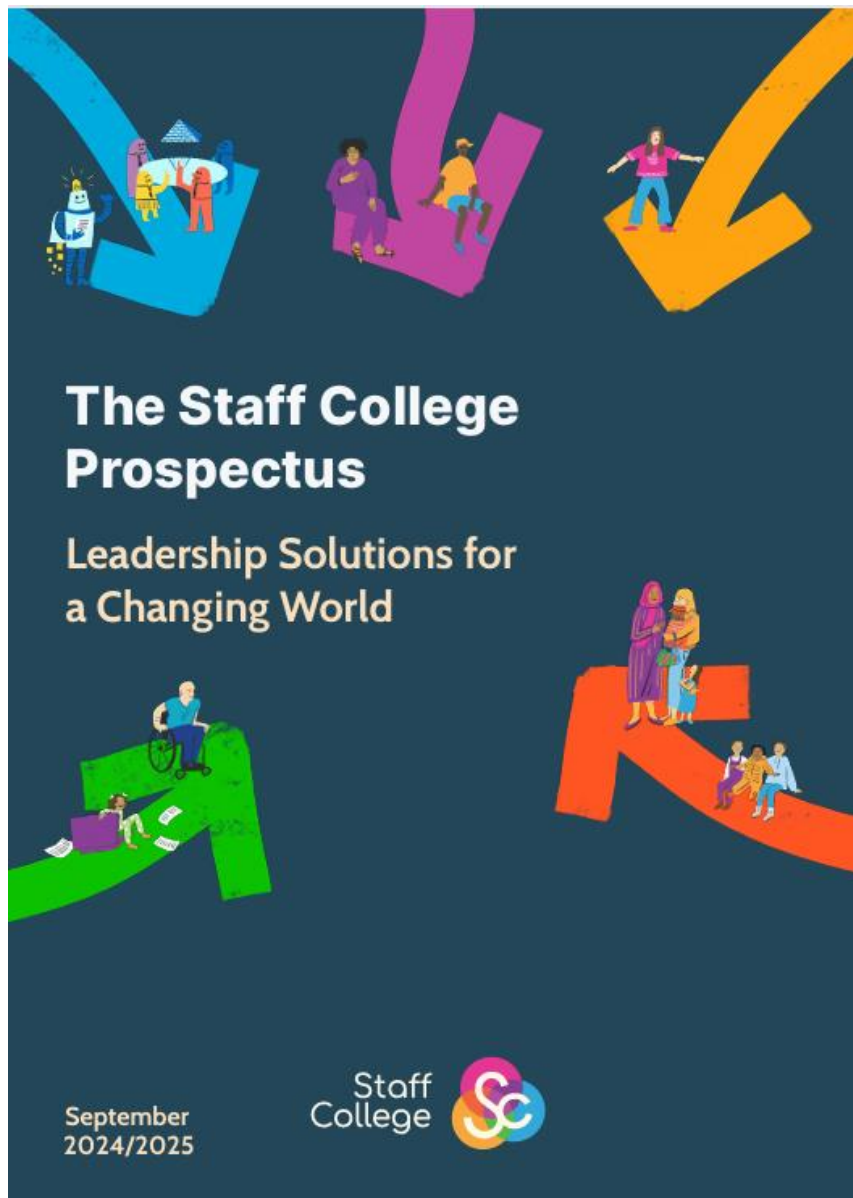
Working inclusively with families
/we will...
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Other local priority
/we will...

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Community of Practice and Topical Webinars	
<p>26/02/25, 2-4pm Community of Practice 2</p>	<p>Taking a “Think Family” approach to reducing parental conflict and safeguarding children in the early years. NHS West Yorkshire ICB.</p>
<p>05/03/25, 2-4 pm Topical Webinar 2</p>	<p>Racialised Trauma and Cultural Competence. The Race Foundation.</p>
<p>20/03/25, 11-1pm Community of Practice 3</p>	<p>Embedding the Reducing Parental Conflict approach into Family Hubs and Community Health Services. The Local Authority and Community Health Services in Bristol.</p>
<p>31/03/25, 1-3pm Topical Webinar 3</p>	<p>Engaging dads The Fatherhood Institute and Amity.</p>
<p>https://thestaffcollege.uk/events/</p>	



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Thank you for attending today



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