

Children's Social Care Paternal Pledge

This pledge will detail the commitment that Children's Social Care has to the continual constructive engagement of fathers and their families. We at Children's Social Care are acutely aware of the dangers posed by certain men to Children & Families; we are also alert to the need that a child requires an appropriate paternal experience in order to develop a positive sense of self.

Children's Social Care recognise the need for men to feel actively engaged in all aspects of the assessment process, and are committed to adapting the assessment process to suit the needs of the male within the family, without alienating mother or moving away from a child focused agenda.

This document has its roots in Child Development and its aim is to constantly ensure that fathers are positively kept on the agenda when assessments are being completed; professionals are being spoken to, meetings being arranged and during ongoing Social Work reflections.

The goal therefore is to ensure that fathers are ingrained in the thinking of all Social Workers and members of the professional network as benign objects who are able to manage and understand the global needs of their children and that fathers have the capacity to change.

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- All Assessments / Reports completed by the Social Work teams will include discussions with and about father(s) and where possible the wider paternal family.
- All Policy and Procedures will explicitly recognise fathers, the fathering role and the child's paternal experience.
- All non resident fathers' details should be clearly recorded on the Integrated Children's System.
- All non resident fathers will be copied into and sent letters that are sent to mother, and other professionals, where appropriate.
- All non resident fathers will be offered office appointments to go through assessments.
- Fathers will be invited to all meetings that involve their children.
- The views of fathers will be accurately recorded.
- The views of fathers will be given due consideration, and reasons for not adopting their views will be recorded accurately on the Integrated Children's System
- All non resident fathers will be given the necessary support and guidance regarding restabilising links with their children, where appropriate. This will include referrals for Family advocacy / family group conferences / family mediation / legal advice.
- All Social Workers will be given appropriate training for working with men; this will be refreshed every 2 years.
- All newly qualified Social Workers will be given an induction about the Council's commitment to working with men, this will be carried out by a Team Manager
- All non resident fathers will be offered a visit that fits into their working schedule at all times.
- All Social Workers will ensure that exhaustive efforts are made to see fathers and these efforts recorded on the Integrated Children's System.
- All Social Workers will carry out an office based risk assessment of all high risk fathers. All risk assessments will be chaired by the Social Workers line manager.