**Relationship Matters / Reducing Parental Conflict Champions – Role Description**

**Context**

Parental Conflict has become an increasingly significant issue for Birmingham Children’s Trust and its partners’ and its impact on children is now well-evidenced locally and nationally as a result of the Department of Work and Pensions (DWP) provision of workforce development grants to Local Authorities. The Trust is a large organisation and forms part of a larger and more complex system of services, both statutory and voluntary, who work with vulnerable children and their families across Birmingham to keep them safe and promote positive outcomes.

It is essential that as a workforce, we are all skilled in how to identify and respond to parental conflict involving children, regardless of our specific role within the system. It is also important that staff are able to recognise the difference between Parental Conflict and Domestic Abuse. If any staff member has immediate concerns or are unsure about individual families then they need to seek advice from their line Manager or Designated Safeguarding Lead and follow Safeguarding procedures. The development of the Champions forum within teams and across agencies is one part of enabling workforce development, as it supports staff to develop additional expertise in specific areas that can be shared with their team and agency.

The Reducing Parental Conflict Champions Network will become a Community of Practice which will be led by Ravinder Kaur, the RPC Learning and Development Officer. The group will be open to those trained in any reducing parental conflict intervention. The group will meet bimonthly to explore how training has supported your work, any barriers to delivering interventions to families, reflective discussions on individual cases, emergent themes, examples of good practice, data collection and a support network for staff to develop their understanding of parental conflict.

The Champions group will also support the contribution to planning, evaluation and feedback to DWP to ensure sustainable interventions that support families are developed and maintained. Through this group we determine priority areas of focus such as families who have children with SEND needs, families impacted by poverty, male care givers as equal partners in parenting work and parenting groups, community leaders and faith-based work. This information will also feed into our multi -agency working group who support with planning, development and evaluation of the Reducing Parental Conflict work in Birmingham.

**Purpose/expectations for the role**

* To access regular meetings and contribute to meetings to enhance one’s skills and knowledge base and to share relevant information with colleagues within one’s agency –
* *All Champions are expected to develop their expertise and be able to confidently signpost practitioners to resources or practice guidance, sharing exemplars of good practice where applicable;*
* *All champions are expected to cascade information and resources to their respective teams/agencies and colleagues and promote interventions in parental conflict to encourage shared learning;*
* To ensure that success and innovation are celebrated, and learning is shared more widely across partner agencies -
* *All champions are expected to attend the Communities of Practice meetings (details to follow) \*to share learning, discuss relevant resources, and identify gaps and good practice in respect of parental conflict;*
* *All champions are expected to share any \*areas for improvement at the RPC Communities of Practice sessions;*
* *All champions are expected to contribute to relevant meetings such as Practice Forums to enable \*shared learning;*
* To liaise with appropriate partners to build working relationships between services disseminating information where applicable -
* *All champions are expected to link in with relevant partners attending relevant meetings on parental conflict to enhance shared learning;*
* *All champions are expected to contribute to \*a shared understanding of what services are available within their locality and across the City in respect of parental conflict, and the pathways for accessing them.*

*\*Learning, themes and information from this forum will be shared at the Multi-Agency Working Group to assist with planning, strategic and operational development and evaluation of progress.*

.

**RPC Champion**

* Training – what is available, is it relevant?
* Build up knowledge - own responsibility for learning
* Link with other champions citywide
* Contributing to Practice Forums
* Attending RPC Champions Forum
* Team/practice meetings
* Emails
* Sharing knowledge
* Give information/advice
* Case discussions

Measures of the impact of my Champion role on outcomes for children, young people & families

Feedback to managers, self & team on development & learning

* Links/networks with partner agencies such as Health, Education, Police and Voluntary Sector
* Delivering joint training
* Contributing to service mapping
* Electronic Resource folder/pack/noticeboard
* Making team/area aware of champion roles
* Signposting to services
* Expertise on how to make referrals
* Clear guidelines / expectations
* Support from managers
* Time management – plan and prepare