



Lancashire  
Children and Young People's  
Trust

# The Solihull Approach aimed at the Adolescent Workforce in Lancashire Impact Analysis October 2014



How has the Solihull Approach had an impact on you?					
Rate the impact of this activity	1	2	3	4	5
Following the training	low impact			high impact	
<b>Attitudes and Behaviour</b> To what extent do you think or act differently when working with children, young people and families?	<b>Knowledge and skills</b> What do you know or can do that you couldn't before?			<b>Role</b> How useful have you found the Solihull approach in your role?	

How has the Solihull Approach had an impact on the children young people and families you work with?		
Improved communication and relationships	Behaviour and attitudes	Emotional health and wellbeing

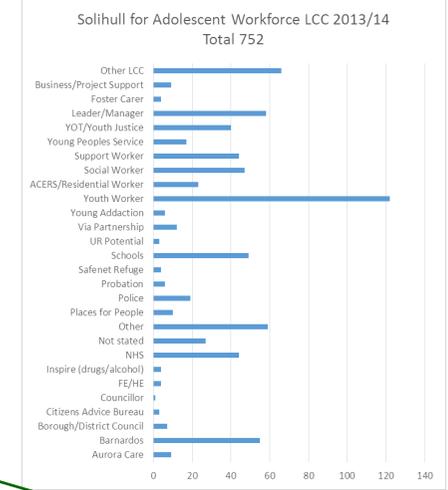
What has been the wider impact of the Solihull Approach?					
Rate the impact of this activity	1	2	3	4	5
Following the training	low impact			high impact	
<b>Record keeping</b> Do you now use elements of the Solihull Approach in your record keeping?	<b>Shared way of working</b> For example shared language, inter agency relationships			<b>Training others</b> Would the Solihull approach be helpful/ have an impact on others you work with	

Foundation Solihull used as framework with extra information included from the Brain Development Seminar on adolescent brain development

Identified need for Solihull for the Adolescent workforce

The target audience was anyone working with Adolescents from a wide range of agencies. Training delivered to groups of up to 40

The demand was significant with many courses filling up quickly



**How do you now think/act differently?**  
*Insight into how young people develop and the effect of broken attachment has had a great impact upon my approach to young people and has enabled me to advise parents and education providers on how to approach young people within our cohort.*

**How has the Solihull Approach affected shared ways of working?**  
*Staff have reported that they have had more effective conversations with colleagues from other agencies as they are sharing a common language*

**What do you know now that you didn't know before?**  
*I now know what is happening inside the brain of teenagers and am therefore able to modify my behaviour to allow better communication with teenagers*

**How have the communication and relationships with CYP improved?**  
*I allow for no eye contact and now have pens and paper in the session room to allow young people to deviate their attention should they want to.*



The Solihull Approach for the Adolescent workforce had most impact on the practitioners themselves, particularly in how they now work in their role. The practitioners also felt that it had had an impact on the Children and young people themselves. The impact on record keeping and using a shared language will take longer to embed.

The Solihull Approach has been a fantastic asset to the residential service. It has enabled a child centred approach from all staff which is consistent and effective. Operationally this has allowed our service to develop a belief system which promotes children at the centre, whilst promoting a shared understanding the change is able and achievable. As a manger it has set a bench mark for good practice which is accountable and has enabled the service managers to measure the effectiveness of practice and the staff delivering it. Therefore making disciplinary and capability issues fairer and more accurate whilst ensuring all involved are on the same page. It has become the nucleus of what we offer and has helped us shape our ideology around staff development and training. For years the service had no consistent model to child care development, practice and managing behaviour – Solihull has helped the service get a sense of what is needed and delivered on the coal face. (Senior Manager, Residential)

**How has the Solihull Approach been useful in your role?**  
*I was able to persuade a young person away from self-harming behaviour in response to being cyber-bullied, and to take the right approach to getting the situation resolved*

**Impact on behaviour/attitude of CYP?**  
*Once I explained the development of the brain to a student and their parent they each had a better understanding of each other and there was less tension between them.*