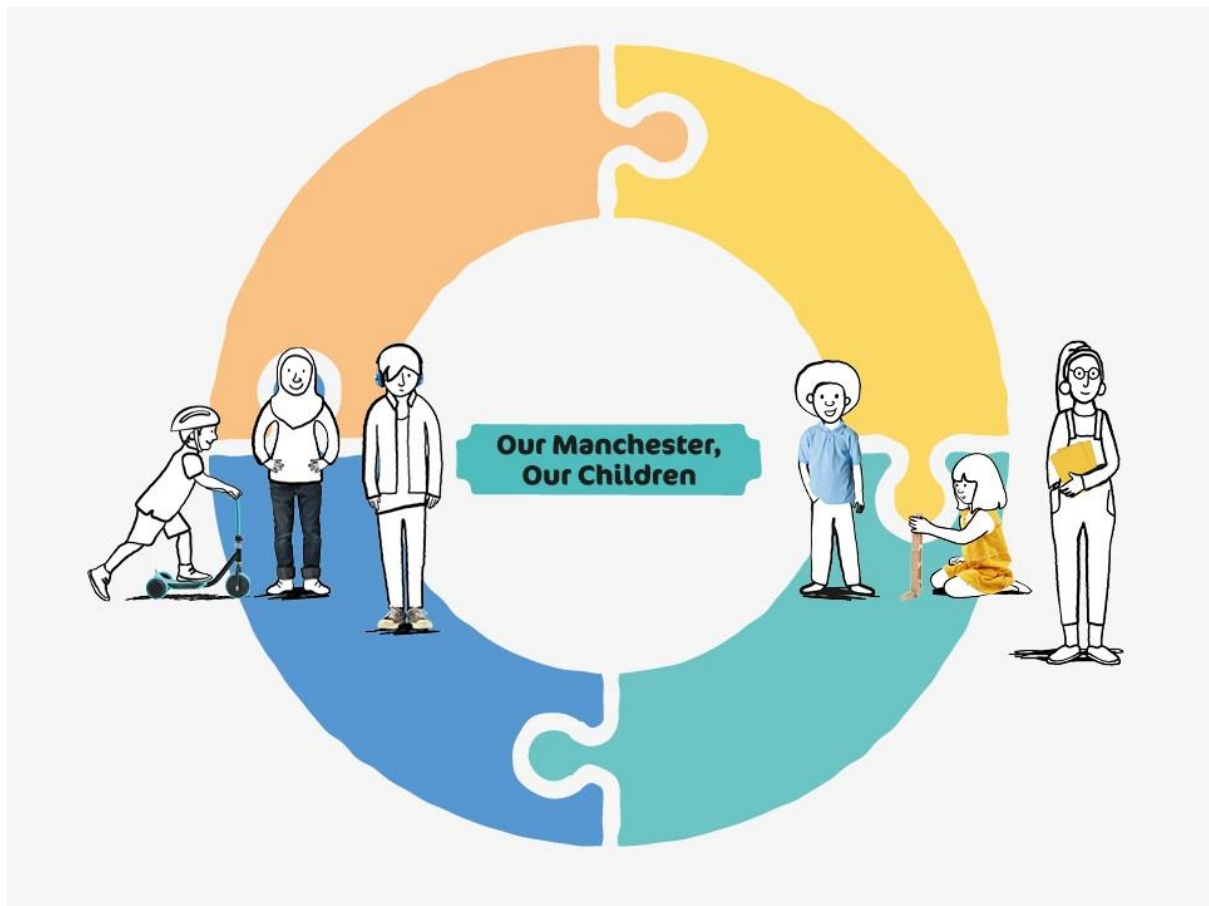




MANCHESTER
CITY COUNCIL



Our Practice Framework





Introduction



Manchester City Council and our Partners are committed to making Manchester the best place for children to grow up and in order to achieve this ambition, we know that every child deserves a good start in life and a positive childhood experience. The real purpose of our practice model is not determined by our intentions but the actions, outcomes, and impact we have on people's lives, creating value at every opportunity.

In the [National Framework](#), the term 'practitioners' refers to those working directly with children, young people, and families, building relationships and providing support. To a certain extent, everyone in children's services might be considered a practitioner, given that what they do affects the lives of families, and many practice supervisors and senior leaders will also be working directly with our children and young people.

Working with our partners, we will ensure that we:

- Improve children's lives by supporting them to be within their families where possible and securing permanency for them where this isn't possible.
- Have a stable, motivated & skilful workforce to work with families.
- Have good collaboration and good quality relationships between partners and networks to maximise the very best for families.
- Promote good quality practice as the key to safeguarding and promoting the welfare of children, enabling them and their families to adapt and achieve change to improve their lives including achieving independence and supporting good outcomes at points of transition.

Manchester practitioners change the lives of children every day, and the commitment, enthusiasm and passion we have is what sustains the implementation of great practice.

Sean McKendrick, Strategic Director Children and Education Directorate

Why a practice framework?

Practice frameworks are a schematic template designed and informed by our value-base, research and evidence that develops our practice. This practice framework provides a mapping out of what we do and why, providing a rationale for practice, alongside promoting a range of practice tools for assessments and interventions and evaluation of effectiveness.

Our Manchester Practice Framework brings a compact and convenient format that helps practitioners to use the knowledge and principles to inform your everyday work.



Core values

Human rights and social justice serve as the motivation and justification for our work with children and families in action. In particular, our work with vulnerable, oppressed, and exploited people is designed to promote social inclusion and address inequalities.

Manchester City Council is collectively committed to a children's rights approach in how we shape and deliver services for the children and families we serve. This is personified in our candidacy as UNICEF Child Friendly City status.

The practice framework we use encompasses this approach, namely that the voices, needs, priorities, and rights of children are at the centre of our public policies, programmes and decisions. We want to provide our practitioners with a shared understanding and a comprehensive set of tools, so you have the skills and confidence to deliver an outstanding service with our partners to our children and their families.

The values that underpin everything we do can be described as:

- We recognise the inherent value of every child to live a happy, healthy, safe, and successful life.
- Our practice is ethical, accountable, and justifiable. This is personified in our culture of communication, cooperation, openness, and trust to people who use services, to employers and the public.
- Our practitioners build effective relationships as the basis for change, and we focus on ensuring children and young people have stable, secure relationships that support them.
- Our practice promotes and supports people's dignity and rights to make their own choices and decisions provided this does not threaten the rights, safety, and legitimate interests of others. We ensure that any limitations on a person's rights are necessary and proportionate and are for a legitimate purpose.
- We recognise the strengths in individuals, families and communities and work with them to develop their plan that supports positive change, documents the progress, and seeks to place control back into families through increasing resilience.
- Our practitioners value the role and expertise of other professionals and actively promote working together in being accountable for improving Manchester children's lives.
- Our practitioners and managers are supported to achieve the best outcomes for children and their families in a culture of high support high challenge, and outcomes focused supervision where we are proud of our work and achievements.



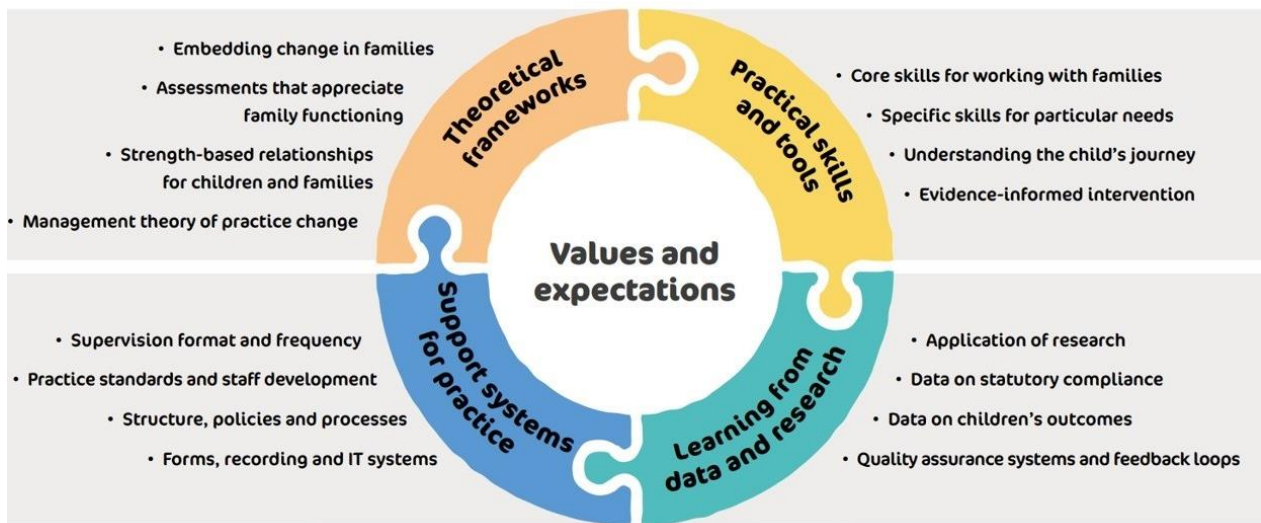
We talked with our children to define how they wanted those values to be experienced by them in our practice and they have identified 12 expectations they have of us throughout every involvement we have with them:

1.	Respect and promote my rights.
2.	Do nothing about me without me and explain why so I understand.
3.	Know the people that are important to me and make sure they stay in my life and those contacts get better.
4.	Make sure I live in a safe place and have choice when I am older.
5.	Know my culture and identity, what it means and celebrate and promote it with me.
6.	Make sure I have the skills and support to be part of my community.
7.	Be there if I need you.
8.	Keep me healthy and teach me what the healthy choices are.
9.	Believe in me, skill me up to cope with challenges and make sure I know where help is.
10.	Know what I am good at, celebrate what I achieve, help me learn when things could go even better and how I can do that.
11.	Make sure I have the technology I need and teach me to use it safely.
12.	Give me chances to try new things and do the things I like doing.

Framework for quality and impact

The Our Manchester Practice Framework builds on all aspects of practice and what we know to be useful when assessing, implementing, and evaluating what we do. It is based on findings from a wide range of research and practice and does not necessarily represent anything new or unknown. Rather it is a bringing together of best practice that naturally aligns to working systemically with both families and colleagues in a way that reflects our core values.

It is essential to emphasise that this framework is not a rigid set of rules but rather a flexible and adaptable resource to support thinking and the decision-making process. The family, and organisational environment is dynamic and ever-changing, and each situation demands a thoughtful and individualised approach.



Adapted from Barbee et al (2011). [Research in practice](#)

Pathway to practice

The Our Manchester Practice Framework provides the resources to support best practice.

[This link](#) will take you to the one stop hub where you can explore the tools and guidance that will support great outcomes through child centred practice.

