

Different ways of being

Corporate Parents



Like other local authorities in Scotland Falkirk Council is at an early stage of implementing Corporate Parenting. Consequently there is little evidence about Corporate Parents beyond the descriptions in the Children's Act Scotland (2014) which describes it as,

"The formal and local partnerships between all services responsible for working together to meet the needs of looked after children, young people and care leavers". (<https://bit.ly/3po1HrH>)

30 experience-based interviews were conducted with Corporate Parents in Falkirk Council in September 2019. The peer-researchers were from a range of Falkirk Council services, such as: Housing, Primary and High Schools, Residential Services, Library Services, Developmental Service, IT, Procurement and Policy departments. They interviewed 15 people who had experience of caring for young people as they leave care and 15 people were their colleagues and managers. To learn more about the research process visit: <https://bit.ly/36zkid>.

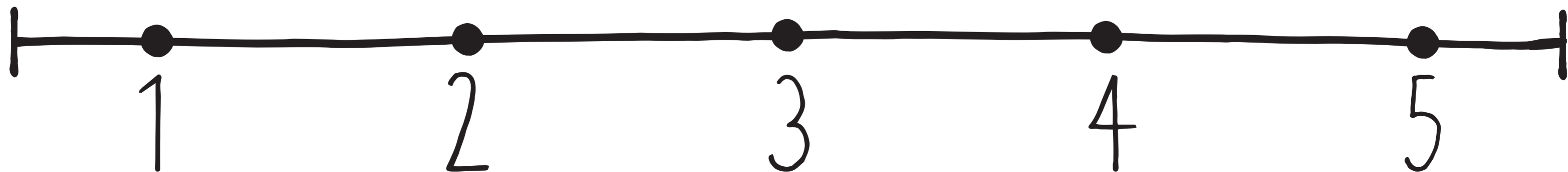
During the process of analysing the data the peer-researchers identified they were using a range of perspectives when talking about Corporate Parents. They synthesised their data and created portraits that illustrate different ways people are currently being Corporate Parents. They placed the portraits on a relational continuum which runs from people who instinctively work in a relational-based way to those who tend not to.



As you read through this document take time to think about:

- Where you would place yourself on this Continuum.
- Where you may like to place yourself.

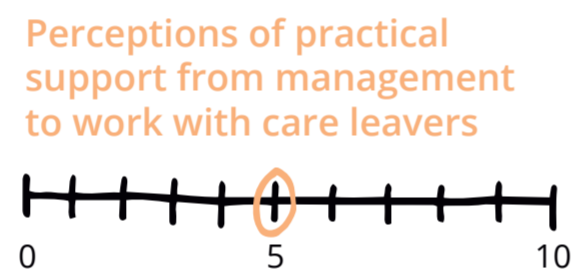
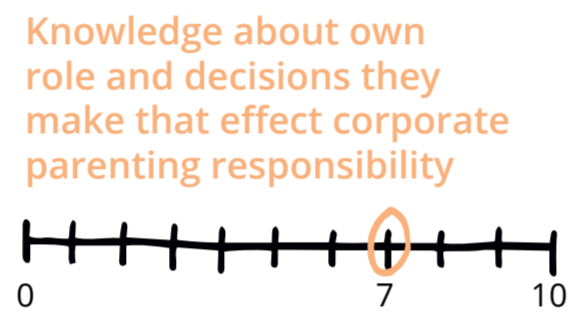
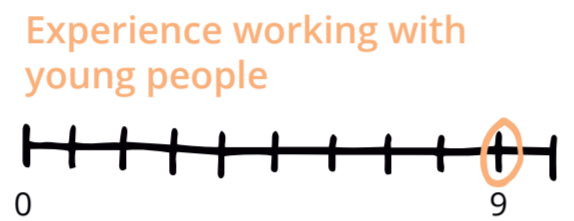
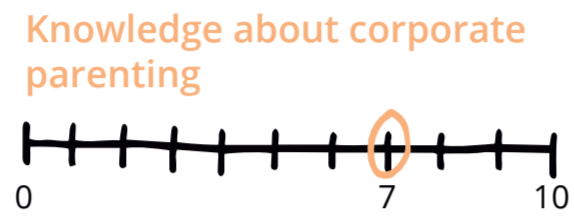
Corporate Parent Continuum





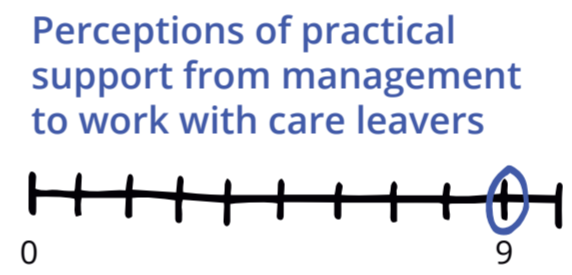
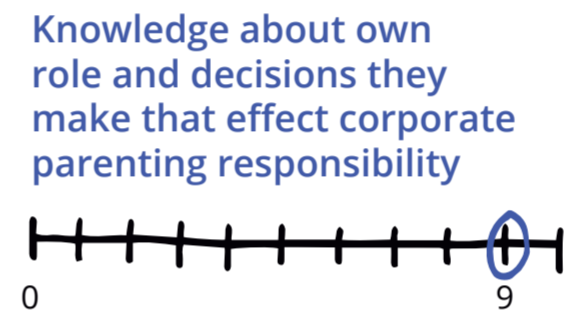
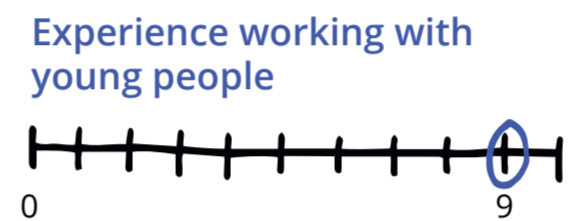
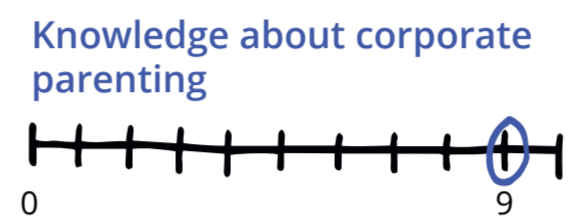
Patsy, 58, Female

Likes: Helping people
 Dislikes: Bureaucracy



Norman, 45, Male

Likes: Football
 Dislikes: Not having enough time in the day



You just need to go above and beyond, go that extra mile.

Caring for care leavers like my own children means I need to step outside my role and 'bend the rules'. This is just what you need to do in this system.

If we are going to care for care leavers like our own children, we need to care for them for life.

I want to be in their life forever but I'm not sure what this looks like and can I be supported to do this if I need support?

I need to take the chances to support young people like my own children.

Caring for care leavers like my own children means I need to step outside my role and 'bend the rules'. This is just what you need to do in this system.

I don't have the time in my day to build up a relationship with young people.

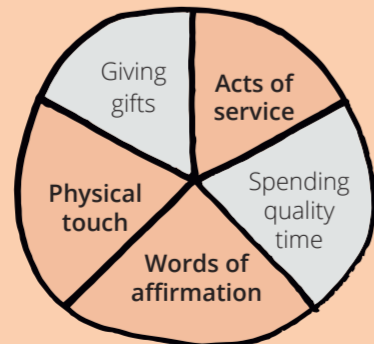
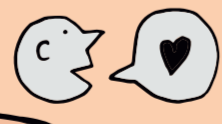
I know it takes time to build trust with young people but I don't have enough time in my day..

Relationship/ Parenting Style



- Treating young person as own child
- Nurturing
- Consistency
- Boundaries

Love Languages



Examples of how they show love



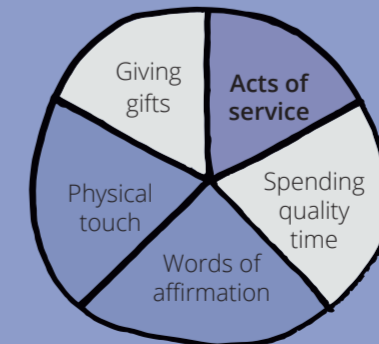
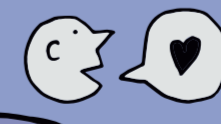
- Being there
- Opening up their home
- Stickability

Relationship/ Parenting Style



- Encourage connections
- Nurturing

Love Languages



Examples of how they show love



- Quality time

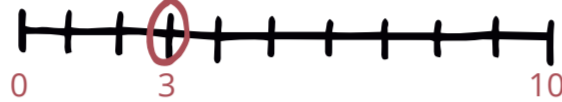


Jane, 35, Female

Likes: Reading travel, spending time with family

Dislikes: Clowns, time spent over and above the working week, doing paperwork

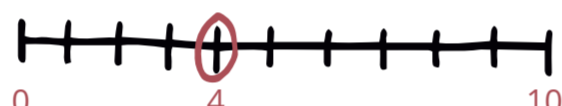
Knowledge about corporate parenting



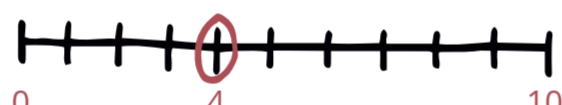
Experience working with young people



Knowledge about own role and decisions they make that effect corporate parenting responsibility



Perceptions of practical support from management to work with care leavers



How can we love young people when everyone's definition of love and parenting is different?

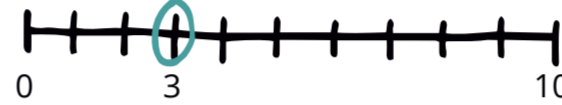
This feels too scary and difficult for me to engage with...

Siobhan, 30, Female

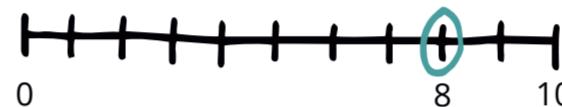
Likes: Variety of job, making a difference to people's lives, family

Dislikes: Frustrations of other departments, lack of time at home

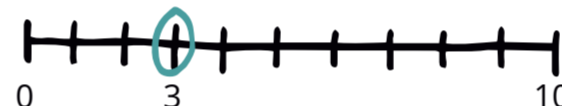
Knowledge about corporate parenting



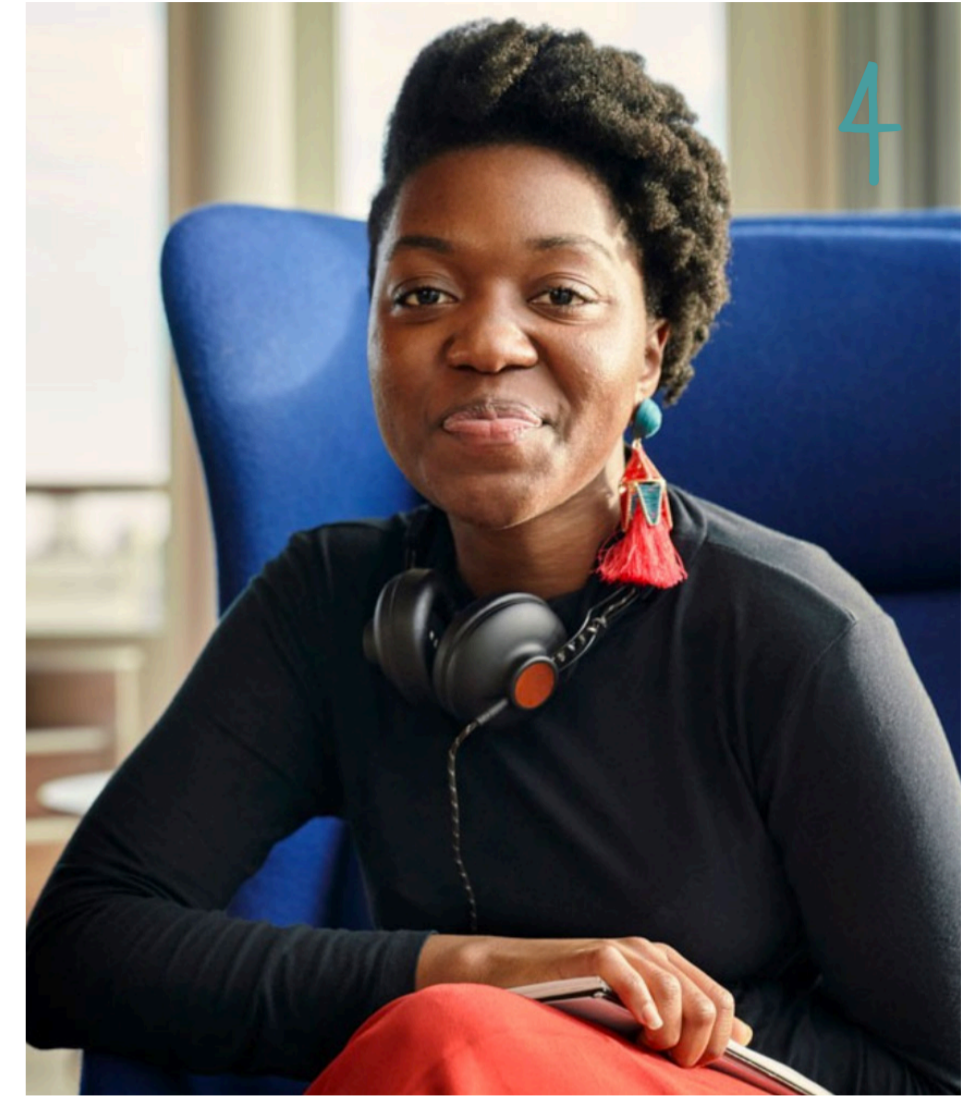
Experience working with young people



Knowledge about own role and decisions they make that effect corporate parenting responsibility



Perceptions of practical support from management to work with care leavers



Young people aren't working with me so how am I supposed to work with them?

I'm not sure how to build relationships with care leavers.

I'd like to see the whole journey for young people. I'd love to see them succeed.

I feel like a big part in supporting someone thrive. I'd like to be better connected to people's lives.

Relationship/ Parenting Style

- Nurturing
- Boundaries
- Consistent
- Loving

Love Languages

Examples of how they show love

- Praise
- Hugs
- Being there
- Asking the difficult questions

Relationship/ Parenting Style

- Boundaries
- Nurturing
- Spending time

Love Languages

Examples of how they show love

- Spending time
- Going the extra mile to help

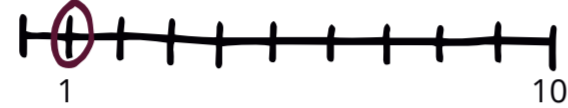


Walter, 50, Male

Likes: Routine, relaxing, leaving work at work

Dislikes: Chaos, the unknown, being in a situation I'm not prepared for

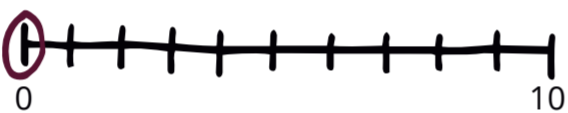
Knowledge about corporate parenting



Experience working with young people



Knowledge about own role and decisions they make that effect corporate parenting responsibility



Perceptions of practical support from management to work with care leavers



I'm not sure we should be doing things differently for young people leaving care. There are other people who need our support.

I don't understand why care leavers need more support. I don't know where they are coming from and what they need I don't know what I can do.

It's not my role to support care leavers. Corporate parenting is social workers and the leaving care team job.

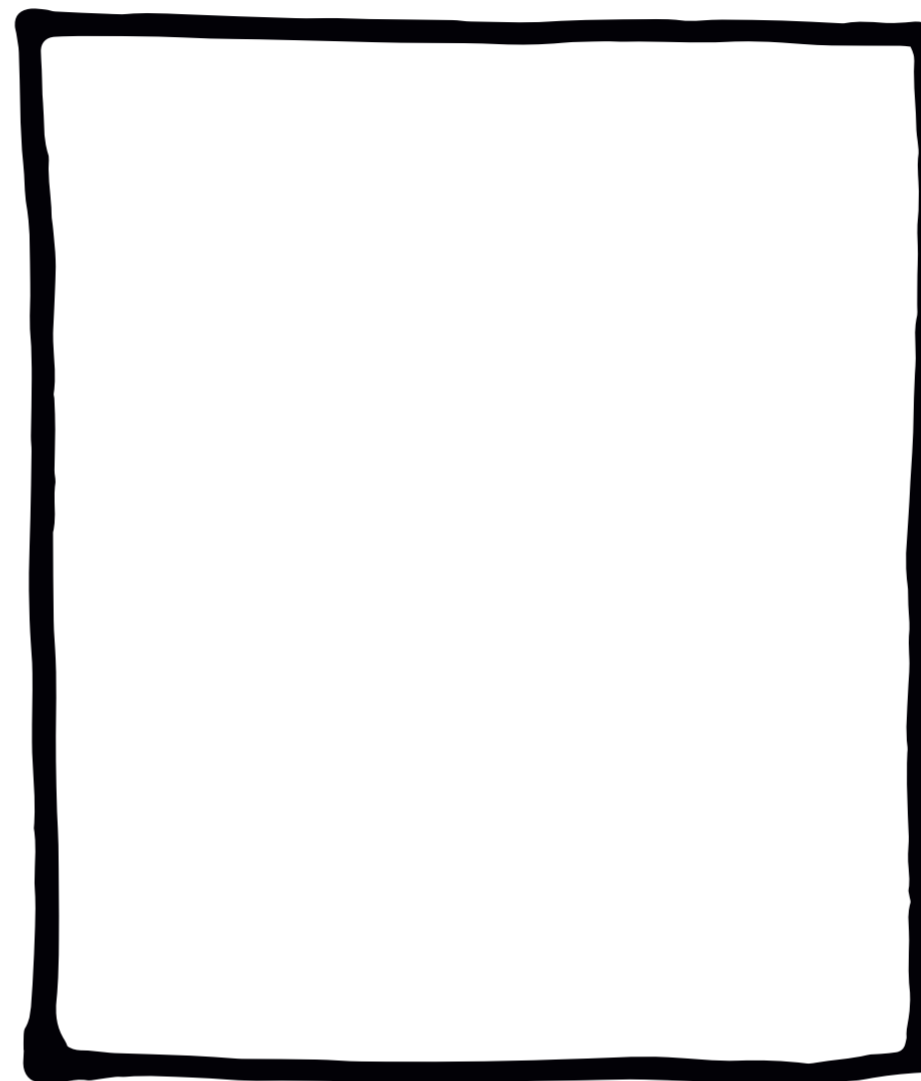
I just want my service to run smoothly and efficiently.

These portraits were shared with Care Leavers and discussions about different ways of being Corporate Parents led to an agreement that not everyone is best suited to working in a relational-based way. Evolving from this agreement was the acknowledgement that when this is the case Corporate Parents still have a responsibility to care for care leavers and support others who work this way.

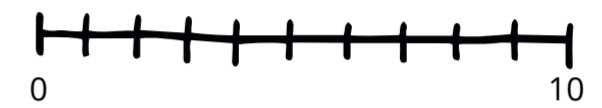
Your Name:

Likes:

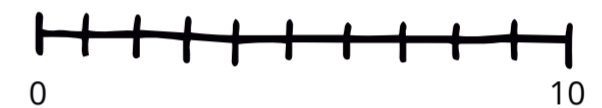
Dislikes:



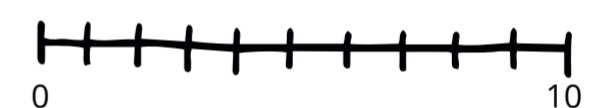
Knowledge about corporate parenting



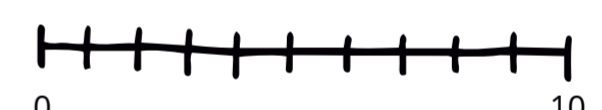
Experience working with young people



Knowledge about own role and decisions they make that effect corporate parenting responsibility



Perceptions of practical support from management to work with care leavers



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Relationship/ Parenting Style



- Structured environment
- Boundaries
- Routines
- Avoid conflict

Love Languages



Examples of how they show love



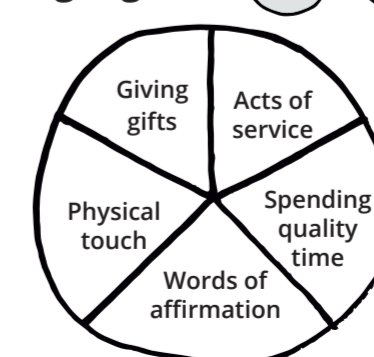
- Dad's Taxi Service
- Practical help - help with homework
- Supporting sporting activities

Your Relationship/ Parenting Style



- Structured environment
- Boundaries
- Routines
- Avoid conflict

Love Languages



Examples of how you show love



- Dad's Taxi Service
- Practical help - help with homework
- Supporting sporting activities

