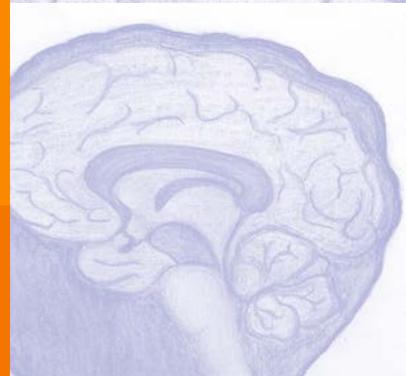


Embedding the SOLIHULL APPROACH



INTRODUCTION

This is a guide to sustainability, of moving theory into practice. It is about follow on planning from delivering the 2 Day Foundation training.

When planning your Solihull Approach training, whether it is for 10 colleagues or 3,000 practitioners, the most value will be gained from your investment if you put in place a plan for moving theory into practice.

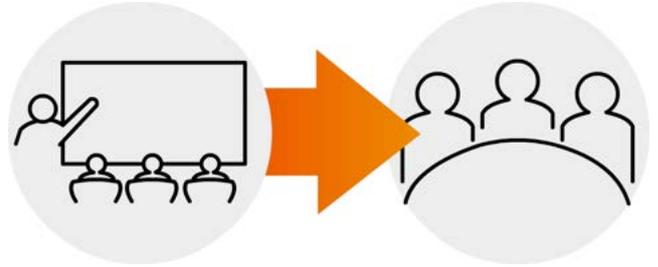
This guide will cover:

- Moving theory into practice.
- Set up work discussion groups.
- Set up Solihull Approach Advanced Training seminars
- Set up an annual Solihull Approach shared learning event
- Set up a Trainers' learning group
- Set up an annual Trainer's Day
- Set up support for Parenting Facilitators



Moving Theory into Practice

Moving theory into practice is always crucial, but it is also a challenge! Training can be a waste of time and money if there is no thought as to how it applies outside the training room.



Practitioners evidently enjoy the training and report that it is very useful, but if the learning stays in the training room then what good is it?

Ways of supporting theory into practice is a constant consideration in the Solihull Approach team. Often the actions are not complicated, but they require planning to operationalise them.

- » Set up work discussion groups
- » Set up Solihull Approach Advanced Training seminars
- » Set up an annual Solihull Approach shared learning event
- » Set up awareness sessions for managers and/or the Solihull Approach to Management training

If you have or plan to have in-house Solihull Approach Trainers cascading the training:

- » Set up a Trainers' learning group
- » Set up an annual Trainer's Day

If you have or plan to have Solihull Approach Parenting Facilitators:

- » Set up a Parenting Facilitators' learning group
- » Set up a Parenting Facilitators' network meeting (2-3 times a year)

Set Up Work Discussion Groups

Kent, in its large roll out, included work discussion sessions after the 2 Day Foundation training and generally areas now build in mandatory attendance at four to six work discussion sessions into their plan for roll outs.



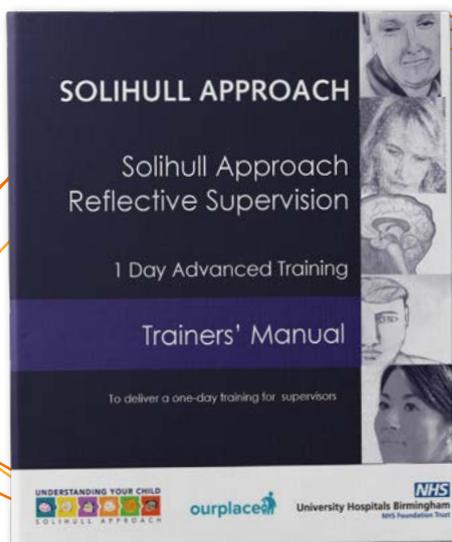
Northern Ireland developed a toolkit to support the provision of these sessions, as did North Lanarkshire and they have generously made these available for download on the Solihull Approach website:

www.solihullapproachparenting.com

Key Factors:

- Decide whether practitioners should participate in 4 groups post training or 6 groups.
- Decide whether they will receive a certificate after the training or after the training plus work discussion groups.
- Decide whether they should then attend a certain number of work discussion groups per year.

In many areas and for many professional groups, having a reflective space to think about work is not yet built into the culture of the workplace. The Solihull Approach can be used to begin or strengthen the process, as the model is all about relationships and having a space to think.



There is a Solihull Approach Trainers' Manual on:

Reflective Supervision

applying the model to supervision.

Set Up Solihull Approach Advanced Training Seminars

Set up Solihull Approach Advanced Training seminars for practitioners who have completed the 2 Day Foundation training.

This will deepen both their knowledge and the application of the model to important areas such as trauma.



The seminars also contribute to practitioners' ongoing CPD (Continued Professional Development) requirements.

Key Factors:

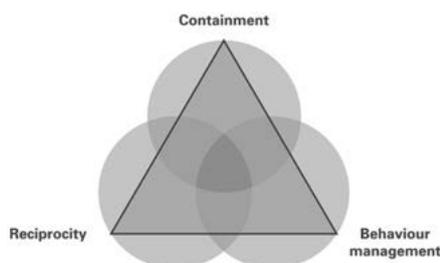
- Decide whether practitioners should attend at least one per year.
- Decide whether you want to offer these as face to face seminars (maximum of 40 participants) or as online courses or both.

Current **face to face** seminars are cascaded by your trainers or can be commissioned from the Solihull Approach team.

The seminars are:

- * The 1 day Brain Development seminar
- * The 1 day Attachment seminar
- * The 1 day Understanding Trauma seminar

The seminars are also available **online**. These can be purchased in bulk with a discount, but best value is usually via a Multi User Licence which is unlimited within an area.



The seminars act as a quick refresh for understanding the model and then introduce new information on the topic, followed by a recent relevant area of research and time for reflection to integrate this new knowledge with the Solihull Approach model.

Set Up an Annual Solihull Approach Shared Learning Event

Key Factors:

- Decide on when to set up the first annual Solihull Approach shared learning event.

The main aim of this event is to provide the opportunity for practitioners to showcase their work using the Solihull Approach to each other.



This both shares learning and celebrates achievement.

It supports practitioners to move theory into practice. Practitioners see how other people are applying the model. The shared learning event sets up a reflective space amidst busy work days to have time to think further about how the Solihull Approach applies to practice.

The Solihull Approach office can share ideas from other areas for this day.



Set Up Awareness Sessions for Managers and/or the Solihull Approach to Management Training

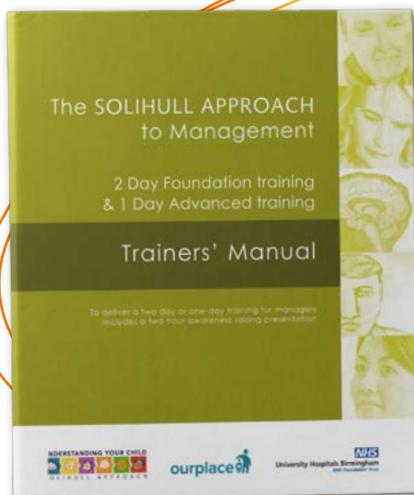


There is a free Powerpoint available to run a 2 hour awareness session for managers.

For managers who have already completed a 2 Day Foundation Training, there is a 1 day training on the Solihull Approach to Management. This applies the model to management.



For managers who have not completed the 2 Day Foundation Training, there is a 2 day training which introduces the Solihull Approach model and then applies it to the tasks of management.



Have your managers already completed a 2 Day Foundation Training?

If not,

- Decide on the delivery of the 2 hour awareness session for managers.
- Decide whether or when to apply the Solihull Approach to the tasks of management.

Set Up a Trainers' Learning Group

Whether you have a small or large group of trainers you can support them by creating time for the group to meet to share learning.

Key Factors:

- Decide on who is the co-ordinator to make this happen.
- Decide on how often the group should meet and for how long.



For example, it may be helpful for trainers to meet more often at the beginning of a roll out, moving to quarterly later on.

It provides time to:

- * Revisit the model
- * Share tips for working with groups
- * Solve any training provision difficulties

Cascade training in itself usually moves practitioners into a greater understanding of the model, both because of the further training and because they really have to understand the model in order to explain it to others.

Set Up an Annual Trainers' Day

If you are cascading the training to large numbers of practitioners and have a large number of trainers, you could hold an annual Trainers' Day for your Solihull Approach cascade trainers.

A Trainers' Day supports your trainers through sharing practice and celebrating their work.

It provides the opportunity to highlight:

- New research papers on the Solihull Approach.
- Relevant new initiatives from the Solihull Approach.
- Relevant new local strategic initiatives and how these fit with the Solihull Approach i.e. how the Solihull Approach model can be applied to new initiatives.
- Relevant new UK initiatives and how these fit with the Solihull Approach.



Set up support for Parenting Facilitators

- » Set up a Parenting Facilitators' learning group
- » Set up a mentoring system for Parenting Facilitators
- » Set up a Parenting Facilitators' network meeting (e.g. 2 to 3 times a year)

If you are training practitioners in the 2 Day Foundation Training with a view to training facilitators for the Solihull Approach parenting courses (antenatal, postnatal, 'Understanding your child's behaviour') or foster carers' course, then they require a system to support delivery of groups for parents. You may already have this in place.



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University Hospitals Birmingham NHS Foundation Trust, Edgbaston, Birmingham B16 6TT
Published by Solihull Approach Publishing.,
Bishop Wilson Clinic, 8 Craig Croft, Chelmsley Wood, Birmingham B37 7TR
First published 2020

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Copies of the Resource Pack are available from:

Solihull Approach Team, University Hospitals Birmingham NHS Foundation Trust Email:
solihullapproach@heartofengland.nhs.uk
Website: www.solihullapproachparenting.com

Other publications in this series:

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Solihull Approach Trainers' Manual

For training care professionals working with infants, children and young people Published 2002,
Revised 2005, 2006, 2008, Reprinted 2009, Revised 2014, Reprinted
2015, 2017, Revised 2019

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Solihull Approach Workshop for Parents of Adolescents Trainers' Manual

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