



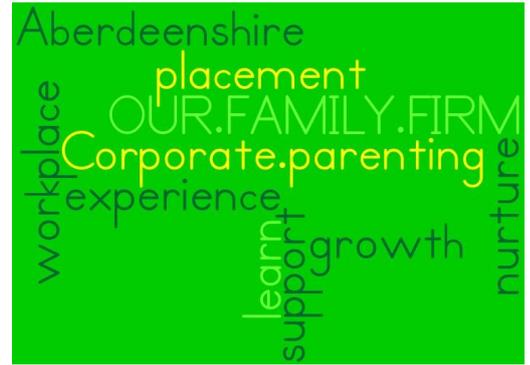
# Our Family Firm

Supporting our next  
generation of young adults

**Guide for Our Family Firm Champions**

## What is Our Family Firm?

In Aberdeenshire there are over 500 young people who are in, or have left care, and many more who are seen as vulnerable. All Aberdeenshire Council employees have a role to play in supporting them. Typically, outcomes for these young people remain worse than for other children and Our Family Firm is our way of ensuring that all Aberdeenshire's young people have the same opportunities.



Our Family Firm is a framework which allows us to identify and provide placements for young people who may benefit from the chance to spend time in a particular working environment. It is part of the wider Corporate Parenting approach which aims to support youngsters as they move into adulthood.

We hope to have 'champions' within each service who can identify potential placement opportunities and staff members who support that placement. Your service will be supported by others in providing positions which offer young people the chance to build social skills, gain confidence and improve job prospects.

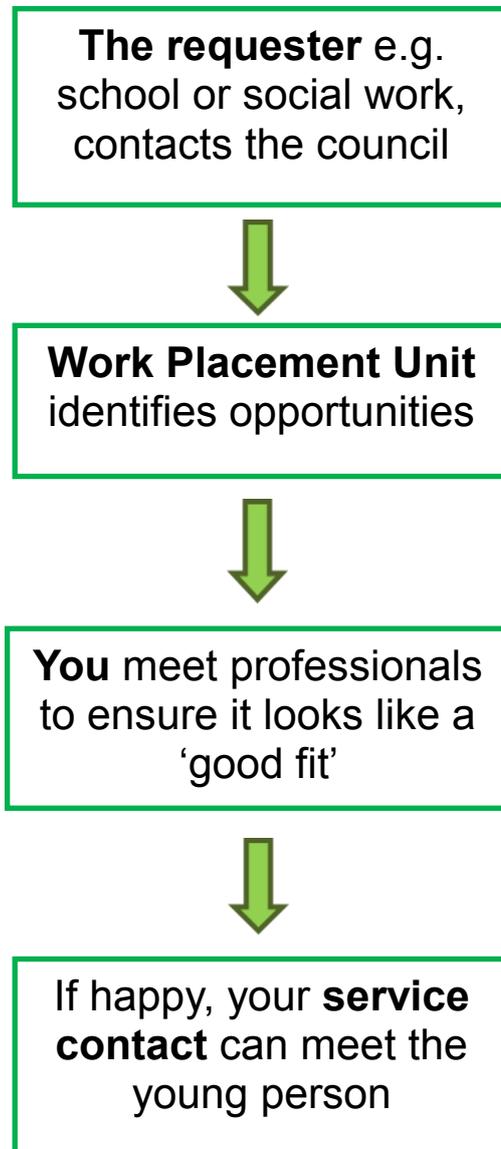
## The role of the Family Firm Champion

You don't need experience or qualifications to become a champion. The most important thing is to create a network of people with a genuine enthusiasm for improving the outcome for these young adults.

The champion acts as the link into and out of their service, identifying and supporting colleagues willing to provide a placement. This might be for a week's work experience, or possibly for one or two days per week over a longer period. Guidance and training is provided, with support provided by professionals involved with the child if required.

We understand that good communication, strong collaboration and a full understanding of your responsibilities increases the chance of a positive experience both for the young person and the service.

## How do we match the young person with the placements?



## What can you expect?

Service Development Coordinator Sara Reid took on the role of Family Firm Champion for ICT and recently provided a place.



“This was a first for our team and there were no issues,” said Sara. “In this case, I met with social workers and the pupil’s guidance teacher beforehand. The young person then had the chance to visit the department and meet his supervisor before he started and, all in all, it was a positive experience for everyone involved.”

## Frequently Asked Questions



### ***How might I benefit from becoming a Family Firm Champion?***

Current Champions have identified various benefits:

- building proficiency in delegation and organisation
- developing communication skills through liaising with professionals and individuals outwith the council environment
- evidencing a willingness for personal improvement through participation in the scheme

But the greatest reward is undoubtedly the feeling that you have played a part in trying to improve outcomes for a young person.

### ***Is there any support or mentoring for staff who supervise placements?***

Yes, training will be available to any staff members providing supervision for placements. There will also be guidance provided and access to continual support whilst the placement is ongoing.

### ***How often are the placements monitored and by whom?***

The frequency of monitoring will depend on the length and type of placement, but contact would be a minimum of fortnightly. This would be agreed beforehand but subject to change according to how the things were working out for the young person and the workplace.

### ***Is there guidance available regarding hours, work tasks and timetable?***

These will vary from placement to placement, but you can email [Our Family Firm](#) for further information.

### ***What are the PVG requirements for staff involved with the placement?***

The PVG requirements for work experience only apply to under-16s. In these cases, only the person identified as a placement supervisor will need to be checked. To find out more about joining the PVG Children workforce, contact [Julie Sinclair](#).

### ***What kind of work opportunities are available in other services?***

There is a wide range of opportunities available; from education and landscaping to social work and ICT. Please contact the [Work Placement Unit](#) who will provide you with further information on the positions on offer.

Contact [Our Family Firm Team](#) to find out more about Corporate Parenting or Our Family Firm, and to learn more about how you might get involved.