



# Our Family Firm

Supporting our next  
generation of young adults

**Guidance for Our Family Firm Supervisors**

## 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 place 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 Placement Supervisors who support that placement in offering young people the chance to build social skills, gain confidence and improve job prospects.

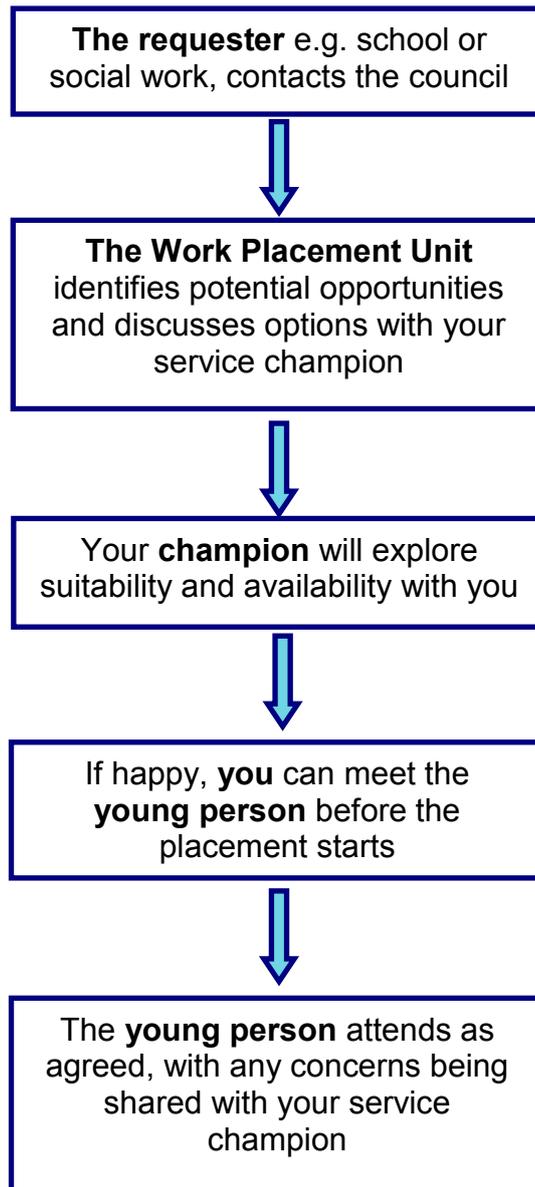
## The Role of the Family Firm Placement Supervisor

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

The Supervisor is the main contact for the young person during their placement, but you would not be required to be with them at all times; participants often benefit from experiencing a range of activities and meeting other people. Experience has shown that it is good for the young person to have one named individual who is known to them and contactable throughout their time at the Council.

Arrangements might be made for a week's work experience, or possibly for one or two days per week over a longer period. Guidance and training is available to you, but your 'Champion' will liaise with social workers or education professionals in the initial stages of the process, or in the case of you having any questions or concerns whilst the young person is with you.

## How do I fit in?



## What can you expect?

Facilities Duty Officer, Robin Garden, is Placement Supervisor for Property and Facilities at Dalrymple Hall in Fraserburgh.



'We recently supported a placement for the first time and it has been really worthwhile' said Robin. 'The young person appeared to get so much out of it and it is good for us as a department, to be helping in this way. The effort involved is minimal and the sense of satisfaction is enormous'.

## Frequently Asked Questions



### ***How might I benefit from becoming a Placement Supervisor?***

Current supervisors have built skills in delegation and organisation, as well as evidencing a willingness for personal improvement through participation in the scheme. The greatest reward is playing a part in trying to improve outcomes for a young person.

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

Yes, training is available to any staff members providing supervision for placements. There is also a handbook offering further guidance, and access to continued 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. It can be helpful to provide a schedule for where a young person is going to be and who they are going to be with and you can be helped with producing this.

### ***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](#).

### ***How much time will I be expected to offer?***

We understand that there can be periods when it is difficult to offer a placement, due to staff leave or increased workload, so arrangements will always be made following discussion with you.

To find out more about Our Family Firm or Corporate Parenting in general, and how you might get involved, please contact [Our Family Firm Team](#).