

## REDUCING PARENTAL CONFLICT PROGRAMME

### KEY FACTS FOR THE STRATEGIC LEADERSHIP SUPPORT & PRACTITIONER TRAINING GRANTS

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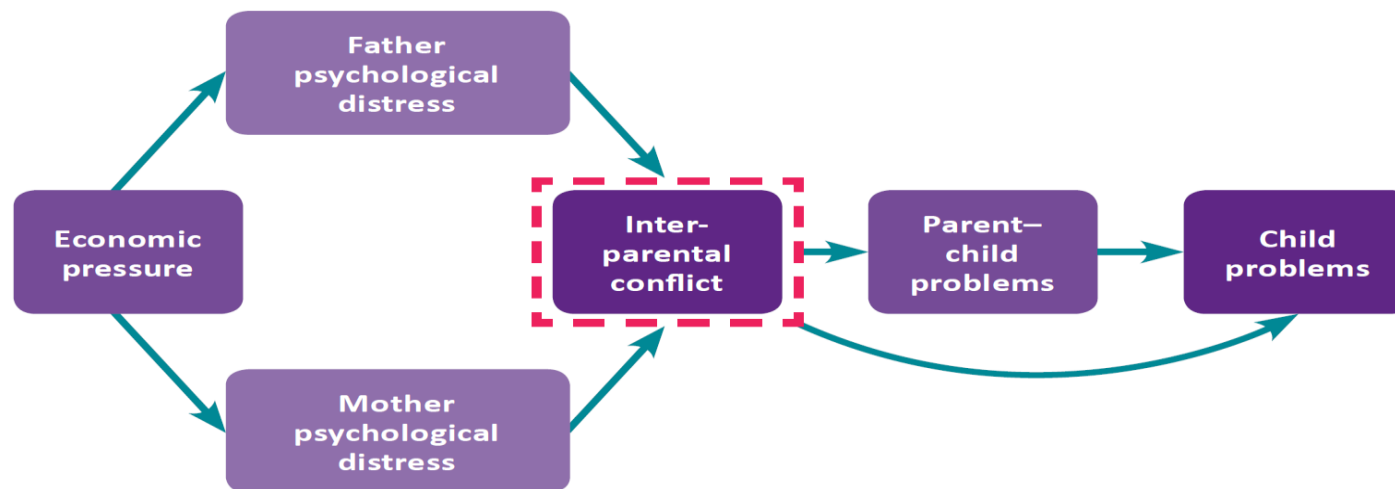
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- Individual local authority funding allocation
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## 1. What is Parental Conflict?

Parental conflict, which can range from a lack of warmth and emotional distance, right through to swearing and shouting, is known to be **a risk factor for poor child outcomes**, particularly when conflict is frequent, intense and poorly resolved. There is growing understanding and awareness of the need to address and reduce parental conflict that sits below a domestic abuse/ violence threshold.

The [Family Stress Model](#) (Early Intervention Foundation/Conger and Elder) shows how economic pressure, including worklessness, can affect inter-parental relationships, which in turn has an impact on child outcomes. Increasingly, parental conflict is seen as the central mechanism of, or a pre-cursor to poor parenting and poor child outcomes.



### What are the key messages from the parental conflict evidence base?

- The quality of the parental relationship, specifically how parents communicate and relate to one another, is increasingly recognised as a primary influence on effective parenting practices and children’s long-term mental health and future life chances.
- Just targeting the parent–child relationship where inter-parental conflict is ongoing does not lead to sustained positive outcomes for children.
- Inter-parental conflict can adversely affect both mother–child and father–child relationship.
- Children of all ages can be affected by parental conflict, with effects evidenced across infancy, childhood, adolescence and adulthood.
- More than 10% of children living with both parents in the same household have at least one parent who reports relationship distress.
- Positive involvement from both parents in the child’s life can help address the potential negative impacts of parental separation. We know that around half of children in separated families, see their non-parent regularly - that is, at least fortnightly.
- Children in workless couples families are three times more likely to experience parental conflict than in families where both parents are in work

For more detail on the evidence please see the [EIF Reducing Parental Conflict Hub](#)

### What is the policy context for parental conflict?

Backed by up to £39m and announced in April 2017 as part of [Improving Lives: Helping Workless Families](#), the **Reducing Parental Conflict Programme** (RPCP) is a demonstration of the government’s commitment to reducing conflict between parents - whether they are together or separated. Tackling domestic violence and abuse is a major programme of work within central government but the focus of the RPCP is on conflict below the domestic violence and abuse threshold.

DWP is working with a range of other government departments (including Department for Health & Social Care (DHSC), Department for Education (DfE), Public Health England (PHE), Ministry for Housing, Communities and Local Government (MHCLG), Ministry of Justice (MoJ), Children & Family Court Advisory & Support Service (Cafcass), National Health Service (NHS) England and the Home Office) through our Cross-Government Delivery Group, to promote successful, joined up delivery of the programme. An example of this is the jointly funded [Innovation Fund](#).

### What is the aim of the Reducing Parental Conflict Programme?

The overarching aim of the programme is to support local areas to make progress towards an integrated system-wide response to the reducing parental conflict evidence base by end of March 2021, to ultimately improve child outcomes and reduce the need for costly specialist services in the future. The programme intends to achieve this by:

- continuing to build the parental conflict evidence base through ongoing evaluation as part of a test and learn approach and
- supporting and enabling local authorities and their partners to understand the evidence base and to agree and adopt a system-wide approach to developing appropriate local service provision.

Since 2015, DWP has been working with a small group of local authorities to test ways of addressing parental conflict, as part of the [Local Family Offer](#). Lessons learned from these areas highlighted the need for strategic dialogue and for practitioner training. This learning has been used to develop the grant funding opportunities outlined in this document, for all top tier local authorities across England.

### How does the programme align with the Troubled Families Programme?

This programme aims to increase local access to parental conflict support for disadvantaged and workless families in particular as evidence tells us that parental conflict is three times more likely to occur in workless households. The Troubled Families Programme and the Reducing Parental Conflict Programme are complementary schemes with several shared aims and potentially shared cohorts of parents. Parents can access support through either or both programmes to meet their needs.

## 2. Grant Opportunities

There are two elements to this funding stream, which will be available from November 2018, with the intention for all grants to be paid by 31<sup>st</sup> March 2019: Strategic Leadership Support (SLS) and Practitioner Training (PT). Local authorities can apply for the SLS grant alone or SLS and PT grants together, using the same application form. Local authorities cannot apply for PT grants without the SLS grant.

### What is the Strategic Leadership Support (SLS) grant?

Up to £15k per top tier local authority, supporting local areas to:

- understand the evidence base around parental conflict and child outcomes
- assess local need and explore links to existing strategies and action plans
- facilitate dialogue between strategic leaders and partners across the local area

- resource the development of an approach to integrating parental conflict support into the local area's mainstream family services
- Examples of how you might use this grant include commissioning an external review, facilitating workshops or action learning sets.

### What is the Practitioner Training (PT) grant?

Funding allocated to top tier local authority based on a formula which considers child population and levels of deprivation, supporting local areas to:

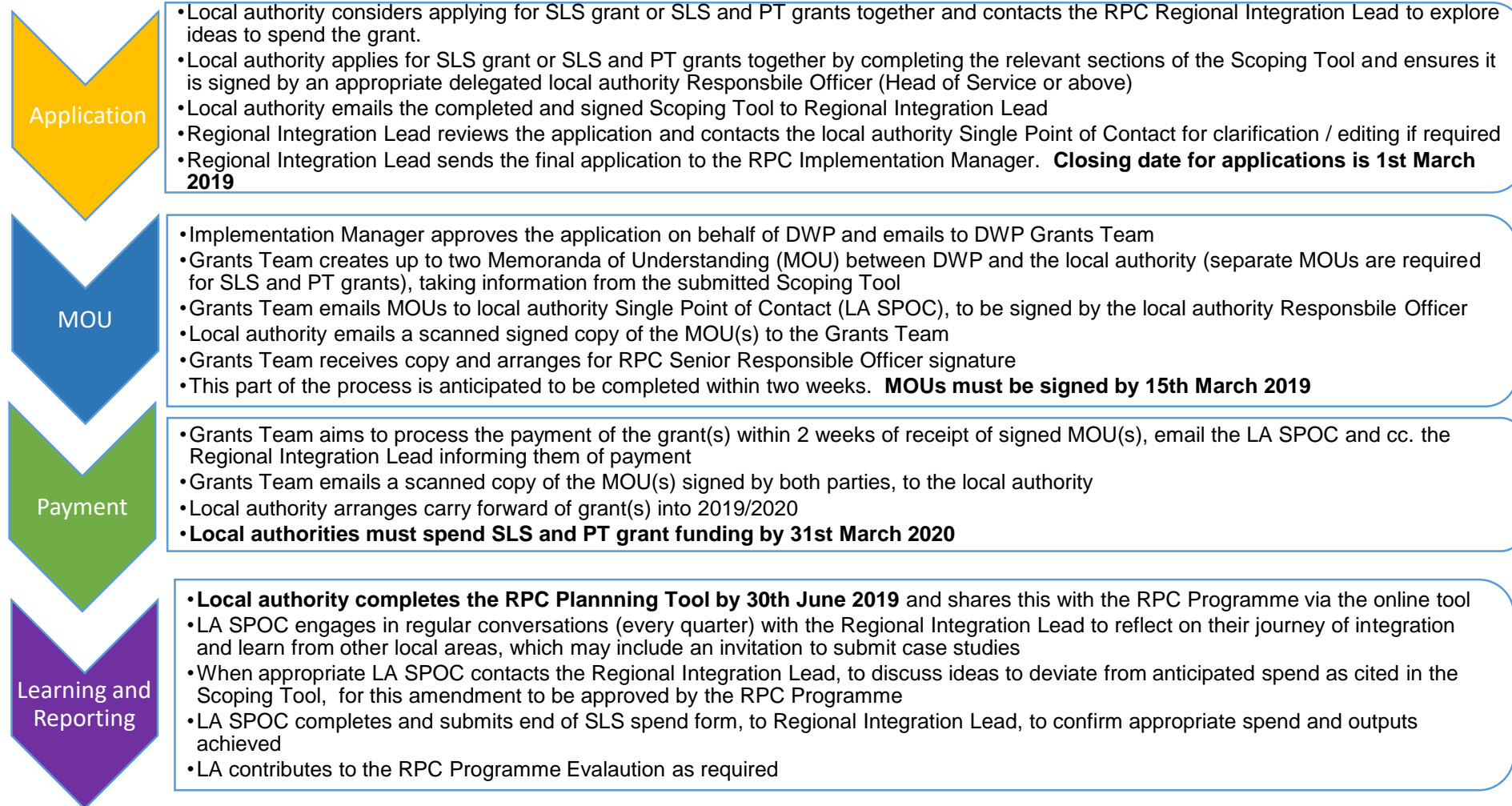
- ensure practitioners across the local partnership are aware of parental conflict and its impact on children
- provide local training for frontline practitioners so they have the confidence and knowledge required to identify parental conflict, offer initial support and signpost to appropriate services where relevant
- build sustainability to deliver future training themselves via a 'train the trainer' approach

To spend the Practitioner Training grant, local authorities must purchase training (using a call-off contract), which is being designed and delivered by a Crown Commercial Services framework agreement operated by Knowledgepool. Knowledgepool is designing a blended learning suite of training modules from which local authorities, together with their key partners, will be able to select how many spaces they will need on each module, and which delivery method (e.g. classroom based and online learning) will meet their local needs. The Practitioner Training grant does not cover the costs of training venues, so these will need to be met locally however, this model allows local authorities to maximise the numbers to be trained by claiming back VAT in relation to practitioner training costs and re-investing this in further training places.

### Who can apply for SLS and PT grants?

Top tier local authorities in England can apply for either SLS grant alone, or both SLS and PT grants together. Although grants are issued to local authorities they are intended to be delivered within existing partnership arrangements in local areas. Recognising that many local areas work closely with neighbouring authorities there is flexibility to pool SLS and / or SLS and PT grant resources together where this would be of most benefit locally. In these instances there still needs to be one MOU for each grant for each local authority and therefore separate applications by each local authority.

## How do you apply for these grants?



### How much funding is being granted?

**Annex A** outlines the amount of funding each local authority will be able to apply for, as outlined in the letter sent to the Directors of Children's Services on 31 October 2018.

### What is the Planning Tool?

The Planning Tool has been developed by the Early Intervention Foundation (EIF), to support this programme, as a framework to inform local strategic thinking and to support service planning to reduce parental conflict across a local area. Designed to baseline and subsequently measure progress towards integration within each local area and therefore align with the delivery of the Strategic Leadership Support grant, completion of the Reducing Parental Conflict Planning Tool is a condition of the SLS grant funding and must be completed in the first instance by 30<sup>th</sup> June 2019. A facility to complete the Planning Tool online will be available in coming weeks. SLS grant funding will be clawed back if Local Authorities do not submit completed Planning Tools. Local areas are encouraged to review and refresh their RPC Planning Tool at least annually and to share their progress with the Regional Integration Leads, to help the programme learn about local integration journeys; the Planning Tool is a measure of progress towards integration, not local area performance.

Local areas are encouraged to make use of the Regional Integration Leads who are able to support and share learning across local areas and regions. As the national agenda for reducing parental conflict is in its infancy, many local authorities could be at the *First Steps* stage on the Planning Tool. It is hoped that continued use of the Planning Tool, as part of effective deployment of the SLS and PT grant will evidence a journey of local progress towards integration by March 2021 across England's top tier local authorities.

### What does the local authority need to do to contribute to the RPC Programme Evaluation?

As part of the test and learn nature of this programme, an independent evaluation strand wraps around the programme. As a result local authorities and their partners will be asked, at various intervals during the life of the programme, to complete online surveys and participate in qualitative interviews. The first of these online surveys will take place in November 2018, carried out by DWP to achieve a baseline of local knowledge and practice in relation to this agenda.

### Who do I contact for more information?

The team of Regional Integration Leads (RILs) are in post to support local authorities and their partners to apply the growing evidence regarding parental conflict. They have been seconded by DWP from local authorities to ensure that the local authority voice is listened to and heard in RPC programme development. RILs will be available to help local authorities access funding; they will also support with the completion of Scoping and Planning Tools, and can help develop your strategic agenda locally.

The Integration team members are as follows:

Name	Area	Contact number	Email address
Sue Chapman	Senior Integration Lead	07741 674018	SUE.CHAPMAN@DWP.GSI.GOV.UK
Jacqui Frisby	London	07747 761619	JACQUI.FRISBY@DWP.GSI.GOV.UK
Chris Tuke	South East	07747 476102	CHRISTABEL.TUKE@DWP.GSI.GOV.UK
Andy Ling	Midlands	07741 836442	ANDREW.LING@DWP.GSI.GOV.UK
Emily Ingle	South West	07557 815037	EMILY.INGLE@DWP.GSI.GOV.UK
Di Robertson	North East	07741 688356	DIANA.ROBERTSON@DWP.GSI.GOV.UK
Helen Armstrong	North West	tbc	HELEN.ARMSTRONG5@DWP.GSI.GOV.UK



## Annex A Individual local authority Funding Allocation

Upper tier local authority name	Total budget allocation for Practitioner Training	Total budget allocation for Strategic Leadership Support
Barking and Dagenham	£35,000	£15,000
Barnet	£25,100	£15,000
Barnsley	£25,100	£15,000
Bath and North East Somerset	£20,100	£15,000
Bedford	£25,100	£15,000
Bexley	£25,100	£15,000
Birmingham	£45,100	£15,000
Blackburn with Darwen	£25,100	£15,000
Blackpool	£30,000	£15,000
Bolton	£30,100	£15,000
Bournemouth	£25,100	£15,000
Bracknell Forest	£20,100	£15,000
Bradford	£35,100	£15,000
Brent	£30,100	£15,000
Brighton and Hove	£25,100	£15,000

<b>Upper tier local authority name</b>	<b>Total budget allocation for Practitioner Training</b>	<b>Total budget allocation for Strategic Leadership Support</b>
Bristol, City of	£30,100	£15,000
Bromley	£25,100	£15,000
Buckinghamshire	£30,100	£15,000
Bury	£25,100	£15,000
Calderdale	£25,100	£15,000
Cambridgeshire	£30,100	£15,000
Camden	£25,100	£15,000
Central Bedfordshire	£25,100	£15,000
Cheshire East	£25,100	£15,000
Cheshire West and Chester	£25,100	£15,000
City of London	£5,000	£7,500
Cornwall	£30,100	£15,000
County Durham	£30,100	£15,000
Coventry	£30,100	£15,000
Croydon	£30,100	£15,000
Cumbria	£25,100	£15,000

Upper tier local authority name	Total budget allocation for Practitioner Training	Total budget allocation for Strategic Leadership Support
Darlington	£25,100	£15,000
Derby	£30,100	£15,000
Derbyshire	£30,100	£15,000
Devon	£30,100	£15,000
Doncaster	£30,100	£15,000
Dorset	£25,100	£15,000
Dudley	£30,100	£15,000
Ealing	£30,100	£15,000
East Riding of Yorkshire	£25,100	£15,000
East Sussex	£25,100	£15,000
Enfield	£35,000	£15,000
Essex	£35,100	£15,000
Gateshead	£25,100	£15,000
Gloucestershire	£30,100	£15,000
Greenwich	£30,100	£15,000
Hackney	£35,000	£15,000

Upper tier local authority name	Total budget allocation for Practitioner Training	Total budget allocation for Strategic Leadership Support
Halton	£25,100	£15,000
Hammersmith and Fulham	£25,100	£15,000
Hampshire	£35,100	£15,000
Haringey	£35,000	£15,000
Harrow	£20,100	£15,000
Hartlepool	£30,000	£15,000
Havering	£25,100	£15,000
Herefordshire, County of	£20,100	£15,000
Hertfordshire	£35,100	£15,000
Hillingdon	£30,100	£15,000
Hounslow	£30,100	£15,000
Isle of Wight	£25,100	£15,000
Isles of Scilly	£5,000	£7,500
Islington	£30,000	£15,000
Kensington and Chelsea	£20,100	£15,000
Kent	£40,100	£15,000

Upper tier local authority name	Total budget allocation for Practitioner Training	Total budget allocation for Strategic Leadership Support
Kingston upon Hull, City of	£30,000	£15,000
Kingston upon Thames	£20,100	£15,000
Kirklees	£30,100	£15,000
Knowsley	£30,000	£15,000
Lambeth	£35,000	£15,000
Lancashire	£40,100	£15,000
Leeds	£35,100	£15,000
Leicester	£30,100	£15,000
Leicestershire	£30,100	£15,000
Lewisham	£35,000	£15,000
Lincolnshire	£35,100	£15,000
Liverpool	£35,000	£15,000
Luton	£25,100	£15,000
Manchester	£35,000	£15,000
Medway	£30,100	£15,000
Merton	£20,100	£15,000

<b>Upper tier local authority name</b>	<b>Total budget allocation for Practitioner Training</b>	<b>Total budget allocation for Strategic Leadership Support</b>
Middlesbrough	£30,000	£15,000
Milton Keynes	£30,100	£15,000
Newcastle upon Tyne	£25,100	£15,000
Newham	£35,000	£15,000
Norfolk	£35,100	£15,000
North East Lincolnshire	£30,000	£15,000
North Lincolnshire	£25,100	£15,000
North Somerset	£20,100	£15,000
North Tyneside	£25,100	£15,000
North Yorkshire	£30,100	£15,000
Northamptonshire	£30,100	£15,000
Northumberland	£30,100	£15,000
Nottingham	£35,000	£15,000
Nottinghamshire	£30,100	£15,000
Oldham	£30,100	£15,000
Oxfordshire	£30,100	£15,000

Upper tier local authority name	Total budget allocation for Practitioner Training	Total budget allocation for Strategic Leadership Support
Peterborough	£25,100	£15,000
Plymouth	£25,100	£15,000
Poole	£20,100	£15,000
Portsmouth	£25,100	£15,000
Reading	£25,100	£15,000
Redbridge	£30,100	£15,000
Redcar and Cleveland	£25,100	£15,000
Richmond upon Thames	£20,100	£15,000
Rochdale	£25,100	£15,000
Rotherham	£25,100	£15,000
Rutland	£20,100	£15,000
Salford	£25,100	£15,000
Sandwell	£35,000	£15,000
Sefton	£25,100	£15,000
Sheffield	£35,100	£15,000
Shropshire	£25,100	£15,000

Upper tier local authority name	Total budget allocation for Practitioner Training	Total budget allocation for Strategic Leadership Support
Slough	£25,100	£15,000
Solihull	£20,100	£15,000
Somerset	£25,100	£15,000
South Gloucestershire	£20,100	£15,000
South Tyneside	£25,100	£15,000
Southampton	£25,100	£15,000
Southend-on-Sea	£25,100	£15,000
Southwark	£35,000	£15,000
St. Helens	£25,100	£15,000
Staffordshire	£30,100	£15,000
Stockport	£25,100	£15,000
Stockton-on-Tees	£25,100	£15,000
Stoke-on-Trent	£30,000	£15,000
Suffolk	£30,100	£15,000
Sunderland	£25,100	£15,000
Surrey	£35,100	£15,000



Upper tier local authority name	Total budget allocation for Practitioner Training	Total budget allocation for Strategic Leadership Support
Sutton	£20,100	£15,000
Swindon	£20,100	£15,000
Tameside	£25,100	£15,000
Telford and Wrekin	£25,100	£15,000
Thurrock	£25,100	£15,000
Torbay	£25,100	£15,000
Tower Hamlets	£35,000	£15,000
Trafford	£20,100	£15,000
Wakefield	£30,100	£15,000
Walsall	£30,100	£15,000
Waltham Forest	£30,100	£15,000
Wandsworth	£30,100	£15,000
Warrington	£20,100	£15,000
Warwickshire	£25,100	£15,000
West Berkshire	£20,100	£15,000
West Sussex	£30,100	£15,000

<b>Upper tier local authority name</b>	<b>Total budget allocation for Practitioner Training</b>	<b>Total budget allocation for Strategic Leadership Support</b>
Westminster	£30,000	£15,000
Wigan	£30,100	£15,000
Wiltshire	£25,100	£15,000
Windsor and Maidenhead	£20,100	£15,000
Wirral	£30,100	£15,000
Wokingham	£20,100	£15,000
Wolverhampton	£30,000	£15,000
Worcestershire	£30,100	£15,000
York	£20,100	£15,000

## Annex B PRACTITIONER TRAINING DELIVERY CHARGES

Instructor Led Training within the Local Authority for a maximum of 20 Delegates  All Charges are fixed price	E-LEARNING ONLINE OPTION  (Includes all 4 Modules)	2 DAY DELIVERY  (4 modules)	1 DAY DELIVERY  (2 modules)	1/2 DAY DELIVERY  (1 module)	TRAIN THE TRAINER 2 DAY DELIVERY  (4 modules)
Cost Exclusive of VAT	£30.00	£2747.68	£1373.94	£941.18	£2747.68
Total Price to Local Authority Including VAT @20%	£36.00	£3,297.46	£1,648.73	£1,129.41	£3,297.46

1. The Charges to the Local Authorities are fixed prices from commencement of the DWP contract and for the duration of the contract to 31<sup>st</sup> March 2020.
2. All Local Authority engagement with Knowledgepool will be co-ordinated by the Regional Integration Leads (RIL).
3. The Supplier (Knowledgepool) will work with Local Authorities and their Regional Integration Leads to produce a Training Schedule.
4. The courses will be based on a best value for money approach so the fixed price training course rate for Train the Trainer is a maximum figure.
5. Charges are based on one instructor led training course for 20 delegates. This excludes the E-Learning Option where the charge is per delegate for all 4 modules.
6. The Rates are shown with VAT and ex VAT.
7. There is no Supplier volume guarantee on any of the learning channels i.e. classroom based training.
8. A model Call-Off Contract to access the Supplier Training services, shall be distributed to the Upper Tier Local Authorities as part of the grant funding arrangements. Training delivery charges shall be billed directly to the Local Authorities by the Supplier.
9. A cancellation policy shall be included with the Call-Off Contract and shall apply equally to cancellations by both the Supplier and the Local Authority.

## **Annex C PRACTITIONER TRAINING MODULES, LEARNING OUTCOMES AND DELIVERY APPROACHES**

A suite of four practitioner training modules will be delivered through classroom based and e-learning routes to achieve the objectives of PT as detailed above. The 'train the trainer' package will involve 2 full days of training and those taking up this offer would need to have been trained on the four PT modules. The outline of the modules and learning outcomes of PT modules are noted below:

### **Module 1 - Understanding the parental conflict evidence base**

Learning outcomes:

- Raise awareness of the existing evidence base around parental conflict.
- Achieve a good understanding of the impact of parental conflict on children's outcomes.
- Achieve a good understanding of potential triggers for parental conflict.
- Understand the family stress model, including the relationship between mental health and parental conflict.
- Achieve a good understanding of the relationship between domestic abuse and parental conflict, including when it is safe to refer to interventions designed to reduce parental conflict including the 9 which are being evaluated by the programme.
- Achieve an understanding of the role of fathers/male carers in a child's life.
- Gain an awareness of the EIF Resource Hub and the role of RPC Ambassadors and Integration Team.
- Reflect on how to apply the evidence base into areas of work - strategic or operational.

### **Module 2 - Identifying and discussing parental conflict with parents**

Learning outcomes:

- Recognise relationship distress at an early stage and when it is potentially damaging, applying an understanding of parental conflict triggers e.g. homelessness, debt, mental health, a child's health conditions etc.
- Confidently and appropriately distinguish between cases of domestic abuse and parental conflict and be empowered to act should domestic abuse be disclosed/identified (i.e. recognising that reducing parental conflict work would be inappropriate).
- Gain awareness of cultural and societal influences that can lead to parental conflict and domestic abuse.
- Recognise the role of fathers / male carers in a child's life and understand the importance of embedding into normal practice.
- Build confidence and skills by using effective questioning and communication techniques to identify and discuss parental conflict triggers.
- Acknowledge and explore practitioners' own beliefs and values on this agenda.
- Understand practitioners own role and responsibilities in discussing parental conflict with parents, to help normalise the initial conversation, including helping parents to understand the impact of parental conflict on their children.

### **Module 3 - Evidence base, skills practice and domestic abuse**

Learning outcomes:

- i. Apply the evidence base into family support practice
  - ii. Learn and practise skills and strategies to enable parental engagement in parental conflict support
  - iii. Understand the difference between parental conflict and domestic abuse
- Respond confidently and effectively when parental conflict is identified by offering support and practical strategies to parents on how they can better manage conflict themselves with appropriate techniques.
  - Obtain overview of the range of parental conflict services and non-parental conflict focused services available in the local area, and how parents may access them (linking to local area pathways). e.g. Parents might also benefit from a referral to free debt management services where debt is a trigger for parental conflict.
  - Advise and refer appropriately, including to specialist parental conflict services.
  - Achieve a good understanding of when parental conflict includes domestic abuse; how and when to make referral to domestic abuse specialist services.
  - Understanding when it is safe and appropriate to intervene in a domestic abuse situation taking into account safeguarding requirements e.g. sometimes, engagement with a father is not appropriate due to past domestic violence or ongoing and unresolved issues.
  - Motivate parents to engage with relevant parental conflict services.
  - Within the Contract Package Areas (CPAs) for Face to Face interventions, raise awareness of the parental conflict referral questionnaire and have the skills and confidence to use it with parents, to understand level of intensity (Specialised training around the use of the questionnaire will be delivered separately to local areas within the RPCP's CPAs).
  - Build confidence on how to handle difficult conversations that may arise when using screening tools including the referral questionnaire in the Contract Package Areas.

### **Module 4 - Supporting the role of supervisors and managers in managing frontline practitioners working with families experiencing parental conflict.**

Learning outcome:

- Supervisors and managers to recognise the importance of maintaining a focus on reducing parental conflict when auditing case files from frontline practitioners and in supervisory discussions.

## **Train the Trainer Pathway**

Learning outcome:

- Skills, knowledge and confidence to deliver modules 1-4 within local areas.