

CHRYSALIS: a bespoke framework for
Surety Care's children and young people's
services.

A brief introduction.

Introduction

At Surety Care we understand that providing care and support in a children's home is a complex balancing act: fundamentally supportive and common-sense 'substitute parenting' on the one hand and an informed and vigilant awareness of the effects of the young person's experiences on the other. We believe that the best way to achieve this balance is through a **Psychologically Informed Environment** with a focus on sustaining positive relationships, inside and outside the home. To achieve this we have developed *Chrysalis*, a framework that links our values, practice and outcomes and allows us to:

- Provide an experience of home.
- Be trauma-aware, psychologically informed and relationship focused.
- Meet complex psychological vulnerabilities.
- Provide a platform for *educational* attainment, *skills* development, positive *health*, and *resilience*.

Why a 'Framework'?

At Surety Care we believe that it is necessary to have a very clear framework to *guide* the work we do, our actions, our relationships with the child or young person, the training and supervision that our staff and colleagues need, and how we move forward and adapt to changing needs and priorities.

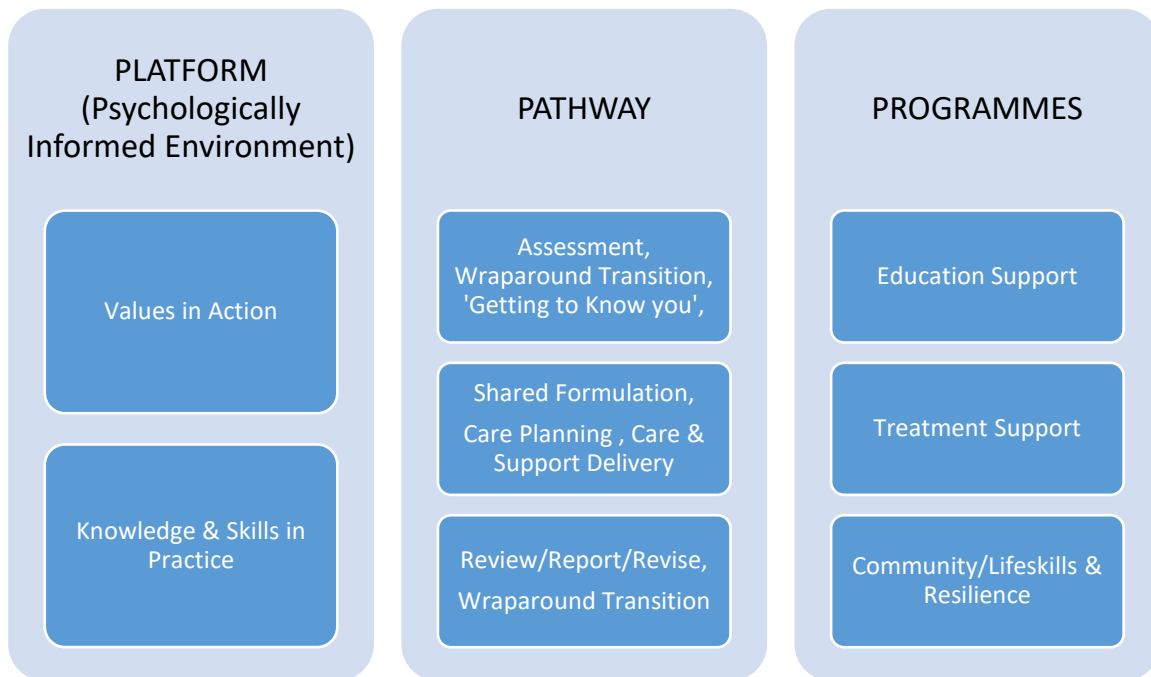
We also believe that framework needs to be clear and specific enough to be subject to proper scrutiny and quality assurance if we are to provide our residents with the safe and secure base they require.

CHRYSLIS: A Framework for Practice in Surety Care

Listening to what children and young people in care, as well as families, caregivers and commissioners tell us, has been blended with recent thinking and research evidence in Developmental and Clinical Psychology, Neurosciences and Social Care Practice and legislation, to build our framework for the delivery of care and support within our children and young person's services – *Chrysalis*. The framework links Surety Care's values with practice and the delivery of outcomes, reflected in the clear articulation of the various components.

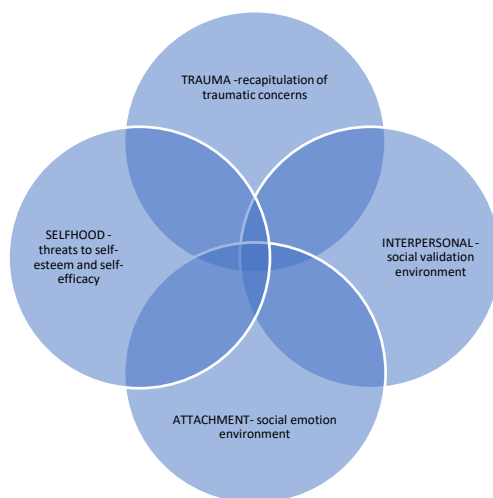
The *Chrysalis* Framework is the scaffolding within which the 'home' functions and delivers its purpose, whilst foregrounding childhood. *Chrysalis* consists of -

- a core **Platform**,
- a phased **Pathway**,
- specialised **Programmes**.



The Chrysalis Platform: Psychologically Informed Environment

The 'Platform' consists of the essential ideas that are used to develop the culture of the home and the content and organisation of our service delivery. It is drawn from relevant research evidence, good practice guidance, legislation, and the 'voices' of service users. It starts by understanding that the environment, *the home*, that the young person lives in is *psychologically complex*, that is, more than the sum of the physical and social space. What the young person experiences may include the elements shown below:



Our children's services are delivered within a framework that is Psychologically Informed (Chrysalis) wherein all staff are trained to understand the child or young person's psychological development and the impact of any adverse experiences, particularly how this affects their current coping and relationships with carers, peers, and the staff team.

To develop a psychologically 'Secure Base' and an effective service our Platform combines our Values, Knowledge, and Skills.

Values In Action

- Foregrounding Childhood
- Age/Development Appropriateness
- Co-Production
- Strengths - Based

Knowledge in Mind

- Attachment Theory & Practice
- Interpersonal Biology
- Trauma-Informed-Practice
- Developmental Psychology
- Neurodiversity & Social-Emotional Difficulties (including Deliberate Self-harm)

Skills in Practice

- Technical; e.g., risk management, assessment, support planning & delivery, Co-production,
- Interpersonal; e.g., therapeutic alliance management, coaching, functional skills training, emotion regulation support, validating responses

Our psychologically informed approach works in a number of ways to provide therapeutic support to the children and young people in Surety Care.

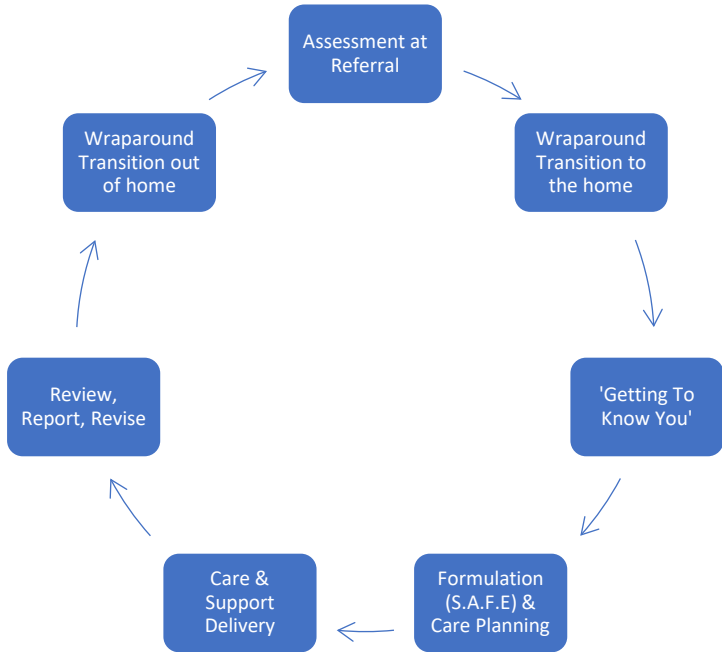
- the staff team share a common knowledge base and framework,
- facilitates the development of a 'shared formulation',
- guides a consistent approach to the young person.
- encourages staff to consider how the young person's history may be impacting their current interactions and how they may respond most effectively,
- guides the development of particular 'micro skills' or 'soft skills', such as active listening or giving validating responses,
- used in individual and team supervision to sustain compassion and staff resilience,
- facilitates issues such as, managing intersubjectivity, maintaining compassion, the impact of 'your own' attachment and repairing 'ruptures' in relationships,

- the platform supports some well-established skills-based approaches pertinent to work with children and young people, in particular, **PACE**— a trauma-informed approach to supporting children and young people (PACE stands for, *PLAYFULNESS, ACCEPTANCE, CURIOSITY, AND EMPATHY*) and **SET** (*SUPPORT, EMPATHISE, AND TRUTH*). These two approaches outline specific guidance, skills and ways of approaching children and young people in a supportive, non-threatening, validating way.

Within Surety Care, all staff receive training in how to work within this Psychologically Informed Environment. This includes knowledge, and skills, technical and interpersonal. Reflective practice, regular supervision, practice reviews, team meetings, mentoring and Continuing Professional Development are all used to ensure that staff can work effectively within the model.

The Chrysalis Pathway

For the children and young people, we emphasise the sense of ‘home’ whilst they are with us. At the same time, we recognise that their time with us, their childhood, is a ‘work in progress’, a journey. Stages of that journey have particular emphases and require particular inputs and associated outputs and outcomes. At Surety Care we view the whole ‘journey’ from **referral** to the child or young person **transitioning** to another situation such as independent living or home, in seven overlapping phases. These act as ‘way- markers’ for the individual, the service, family/caregivers, associated professionals and those with responsibility for monitoring statutory obligations. The *Chrysalis* Pathway, and the main elements in each phase may be summarised as follows:



The key element is the Formulation stage where we seek to develop a Co-produced Formulation that helps staff understand the child or young person's current situation, coping and preferences in relation to developmental profile, previous history (including adverse experiences), and their relational perspective on the home. This guides our interactions and our relationships with them, being more attuned to their state and needs. All interactions and relationships are important and regular evaluation of these, the Therapeutic Alliance, is a feature of the work at Surety Care.

Within Surety Care we utilise an adapted version of the '5-P Formulation' which focuses on *Problems, Predisposing Factors, Precipitating Factors, Perpetuating Factors, and Protective Factors*. This **Shared Assessment Formulation and Education (S.A.F.E.)** approach allows us -

- To guide the development of a personalised Care & Support Plan,
- To guide the development of any Education Support or Treatment Support Plans,
- To establish Activities, Functional Skills, Resilience and Community Integration needs and priorities,
- To facilitate a comprehensive Risk Management plan (including Crisis Intervention),
- To establish SMART goals, preferences, and planned Outcomes,
- To identify the bespoke Education (training) required by staff to benefit the unique identity and needs of the child or young person as we have come to understand them.

Chrysalis Programmes

There may be times where specialised support interventions are required beyond maintaining a positive experience of home and progressing naturally with development through that supportive experience. In particular, educational commitments, any clinical-treatment interventions and community involvement may be pertinent.

Essentially, we hold that these vital areas may require a special focus to ensure that they are effectively supported to reach agreed outcomes. To that end they are subject to a 'programming' approach where content, structure, organisation, resources, and timelines are considered, and implementation is monitored.

The three Programmes that we provide include:

Education Support Programme

At Surety Care we recognise that we are not an education environment or provider but may be able to use our expertise to ensure that the service effectively supports the child or young person through their Education (e.g., linking with education professionals and the Education Plan, organising and resourcing appropriate support to facilitate the educational needs, communicating with relevant education

colleagues, training staff in basic ‘teaching’ support, training in ‘SEND’ requirements).

Treatment Support (Health & Wellbeing)

Similarly, we recognise that we are not a ‘treatment’ environment but are familiar enough with clinical systems to link with healthcare professionals to support their endeavours (e.g., medication management, skills rehearsal, use of basic ‘grounding’ or CBT skills/techniques and observation feedback to facilitate assessment, CAMHS Liaison).

Community Integration Programme

We consider that ensuring that the child or young person connects with their wider community, familial included, and makes appropriate use of **natural resources** to promote their enjoyment, achievement, wellbeing, and progression is an imperative. To that end we believe that this also requires a ‘programmatic’ focus with structured organisation, resourcing, inputs, and monitoring. Here we also focus on Resilience building as noted in the table below –

Possible Domains for Resilience Building	Possible Skills for Resilience Building
Secure Base Education Friendships Talents & Interests Positive Values Social Competencies	Promoting self-awareness Managing Feelings Developing a positive attitude Facilitating empathy Building social skills

Conclusion

At Surety Care we seek to provide young people with a home, first and foremost. We also recognise our responsibility to help our young people grow, develop, and move into adulthood and independence. Our *Chrysalis* framework helps us to understand each young person’s unique needs and how to provide for those in a supportive milieu, through well-defined processes, and the application of clearly articulated technical and interpersonal skills wrapped within a Relational Model that is responsive, reflective, trauma-aware and relationship focused.

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