

## **Midlothian: A great place to be nurtured**

This is an outline of the vision and aims of Midlothian Educational Psychology Service's strategic approach to the development of an Authority-wide Nurture approach over the next three years 2021-2024.

### **Our vision**

Midlothian as a nurturing authority will support staff to become experts in creating a culture of warmth, kindness and quality relationships which will nurture the emotional health and well-being needs of every child, young person, and family and of each other in the workplace.

### **Our aims**

- To establish a culture and mind set of nurture as a central approach across Midlothian
- To co-ordinate a cohesive, collaborative and responsive approach to support leadership, staff development and the implementation of nurture
- To share knowledge and understanding of nurture as an evidence based relational, attachment aware and trauma sensitive practice
- To build capacity in every staff member to feel confident in how they build strong connected relationships
- To identify nurture leads across schools and services and establish networks of communication and support
- To create learning spaces for organisations and individual staff to reflect and build on good practice
- To celebrate and share positive nurture practice across the authority that is making a difference
- To support schools and services to measure impact through self-evaluation

READINESS

- Discussion
- Establish Strategy Group and Reference Group
- Vision & Aims established
- Awareness raising/professional development across Directorate
- Select Nurturing Leads across schools and services within the Directorate and establish a Network of communications
- 'A word about Nurture' Newsletter circulated to staff in Directorate
- Resource 'centre' established on Glow and Twitter
- Audit of Schools in relation to Nurture
- Collect stakeholders views
- Needs analysis
- Readiness questionnaires and Action Plans developed with schools which will feed into SIPs
- All schools and services to have Nurture Approaches within their Service Improvement Plans
- Overview of plans distributed to NHS & Third sector colleagues

Year 1

Year 2

- Knowledge sharing and training
- Identification of focus
- Implementation of Action Plans
- Ongoing support/coaching & learning conversations
- Cascade information and share examples of good practice in Midlothian, including new staff via shared platform and Nurture Newsletters
- Effective practice embedded
- Nurturing Leads brought together for professional discussion around Nurture

IMPLEMENTATION

CONTINUOUS IMPROVEMENT

- Cycle of development, monitoring and evaluation of implementation
- Evidence collected from training evaluations and focus groups with staff, parents/carers and children and young people will be collated and shared
- Identify good practice to be embedded in individual settings
- Schools, CLL and C&F clearly identifying next steps around Nurture and Health & Wellbeing

Year 3