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Staff Engagement Development of Innov8 FNP CIC – Social Enterprise

The Right to Request

Berenice Sewell Family Nurse
Jane Deville Administration and Monitoring Officer

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"Changing the world – one baby at a time"

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Family Nurse Partnership

What it is:

- An intensive preventive programme through pregnancy until child is aged 2
- Benefits children and families who have the poorest outcomes
- To improve antenatal heath, child health and development and parents economic self-sufficiency

What families get:

- Weekly, fortnightly, monthly home visits by Family Nurses
- Each visit is a structured curriculum to improve self efficacy, change behaviour and build attachment.
- Based on therapeutic nurse/client relationship

Why FNP in the UK?

A child born into the most disadvantaged

5 per cent of families is 100 times more likely to have multiple problems at age 15 than a child from the 50 per cent best-off families

- Evidence base
- Advances in neuroscience and infant development
- The need for a powerful intervention to bring about change
- The need for innovation rather than incremental change

Why Social Enterprise?

- Focus on core business
- Empower staff and service users
- Access to more investment
- Expand range of services
- Increase service user involvement
- Surpluses reinvested into the community
- Keeps Derby City PCT at the forefront of Transforming Community Services

Staff Engagement

- Expression of Interest
- Staff vote
- Staff side involvement
- Business Consultant support
- Team days
- Regular communications between project lead and nurses to assure that they fully understood the process

Our SE Journey
Are we all on the bus!

Staff Engagement

Frankie and Benny's!!

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Staff Engagement

SE Team Development

- What is a Social Enterprise?
- Developing the IBP
- Deciding name of company-legal
- Finance Support
- HR Support
- Mission Statement/Values
- Team development-games!
- Attending Workshops-national
- Networking with other Social Enterprises

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Mission Statement

'To provide a sustainable business that makes a positive difference to the lives of young families so that they can achieve their highest potential and benefit future generations'

Parent Engagement

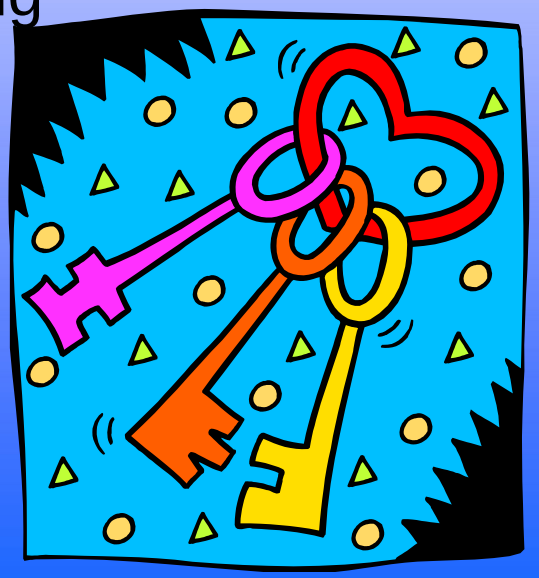
- Parent development day-developing values for SE
- Workshops run by Quad Arts
- DVD development
- Celebration Day-Derby City
- Developing parent steering group for board

We are in Transition!

- The transition period enables the social enterprise to run in shadow form.
- The social enterprise will be incorporated.
- A shadow board developed.
- Staff Forum-rep onto Board
- Staff to TUPE across to SE
- Transition will take at least 6 months with launch by March 2011 at the very latest

Key to Success

- Team development days
- Parents engagement
- Mentor from Department of Health
- Business Support
- Partnerships UK
- Support from other developing Social Enterprises
- SEIF Grant
- Internal Support from PCT



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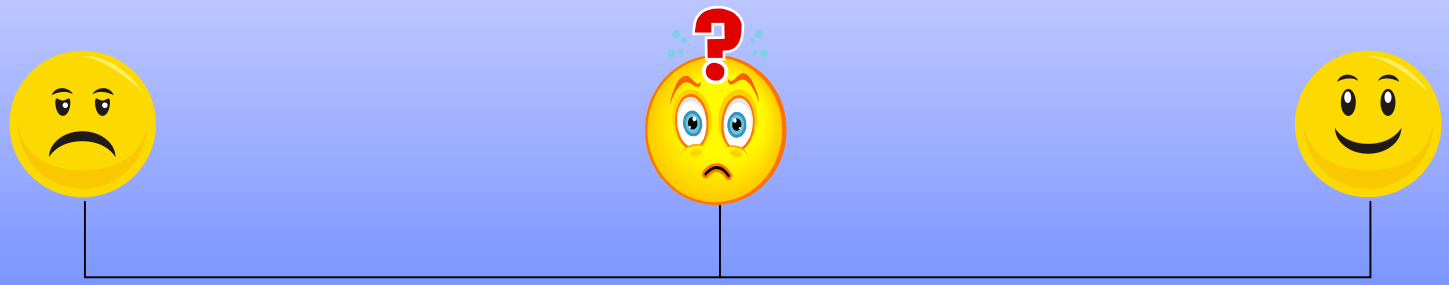
Our SE Journey
We are all on the bus!

How would you vote?
Activity