



Most Significant Change (MSC) Evaluation of the Pioneers in Wales

Gwerthusiad y Newid Mwyaf Arwyddocaol (MSC) o Raglen yr Arloeswyr yng Nghymru

House Keeping Trefniadau'r Sesiwn



English



Cymraeg



- This session will be recorded
- Please use the chat function to ask questions throughout the webinar
- Reactions welcome
- Links to the webinar recording and the evaluation document will be shared by email
- Bydd y sesiwn hon yn cael ei recordio
- Defnyddiwch y swyddogaeth sgwrsio i ofyn cwestiynau drwy gydol y weminar
- Mae croeso i chi ddefnyddio adweithiau yn ystod y sesiwn
- Bydd dolenni i recordiad y weminar a'r adroddiad gwerthuso yn cael eu rhannu drwy e-bost

Welcome / Croeso

Elizabeth Bryan

Director - Wales

Cyfarwyddwr Cynorthwyol - Cymru

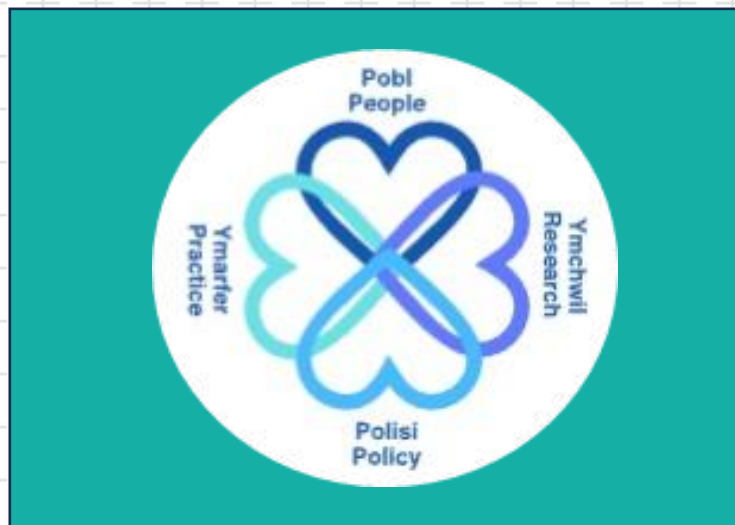
Agenda / Rhaglen



- What is Most Significant Change (MSC)?
- Why we used MSC and the benefits of the approach
- Here2There: Evaluation methods, findings and recommendations
- What next? The programme response to the recommendations
- Co-production opportunities
- Questions and discussion
- Beth yw'r Newid Mwyaf Arwyddocaol (MSC)?
- Pam y defnyddiwyd MSC a manteision y dull gweithredu hwn
- Here2There: Dulliau gwerthuso, canfyddiadau ac argymhellion
- Beth nesaf? Ymateb y rhaglen i'r argymhellion
- Cyfleoedd i gydgyhychu
- Cwestiynau a thrafodaeth

DEEP - Developing Evidence Enriched Practice Datblygu Ymarfer a Gyfoethogir gan Dystiolaeth

‘If you want to be a leader be a bridge’ ‘A fo ben bid bont’



Developing Evidence Enriched Practice (DEEP) is an approach that combines evidence, lived experience and collaborative learning to improve practice and decision-making.

Why did we use a DEEP approach?

- Places lived experience at the heart of learning and improvement
- Values stories and experiences alongside traditional evidence
- Creates opportunities for reflection, dialogue and shared understanding
- Helps uncover what is working, why it is working, and what can be strengthened
- Supports collaborative learning between carers, professionals and partners
- Focuses on meaningful change rather than numbers alone

Mae Datblygu Ymarfer wedi'i Gyfoethogi gan Dystiolaeth (DEEP) yn ddull sy'n dod â thystiolaeth, profiad byw a dysgu cydweithredol ynghyd er mwyn gwella ymarfer a chefnogi gwneud penderfyniadau.

Pam defnyddiwyd dull DEEP?

- Mae'n rhoi profiad byw wrth galon dysgu a gwella.
- Mae'n gwerthfawrogi straeon a phrofiadau ochr yn ochr â thystiolaeth draddodiadol.
- Mae'n creu cyfleoedd ar gyfer myfyrio, deialog a dealltwriaeth gyffredin.
- Mae'n helpu i ganfod beth sy'n gweithio, pam ei fod yn gweithio, a beth y gellir ei gryfhau.
- Mae'n cefnogi dysgu cydweithredol rhwng gofawyr, gweithwyr proffesiynol a phartneriaid.
- Mae'n canolbwyntio ar newid ystyrlon yn hytrach nag ar niferoedd yn unig.

Using Most Significant Change Theory in evaluation.

Defnyddio Dull y Newid Mwyaf Arwyddocaol (MSC) mewn Gwerthuso

Empowerment / Grymuso

- Places foster carers' voices at the centre of the evaluation
- Recognises lived experience as a valuable source of evidence
- Captures what matters most to carers and families
- Supports carers to influence future development
- Mae'n rhoi lle canolog i leisiau gofalmwr maeth yn y gwerthusiad.
- Mae'n cydnabod profiad byw fel ffynhonnell werthfawr o dystiolaeth.
- Mae'n dal yr hyn sydd bwysicaf i ofalmwr a theuluoedd.
- Mae'n cefnogi gofalmwr i lywio datblygiadau yn y dyfodol.

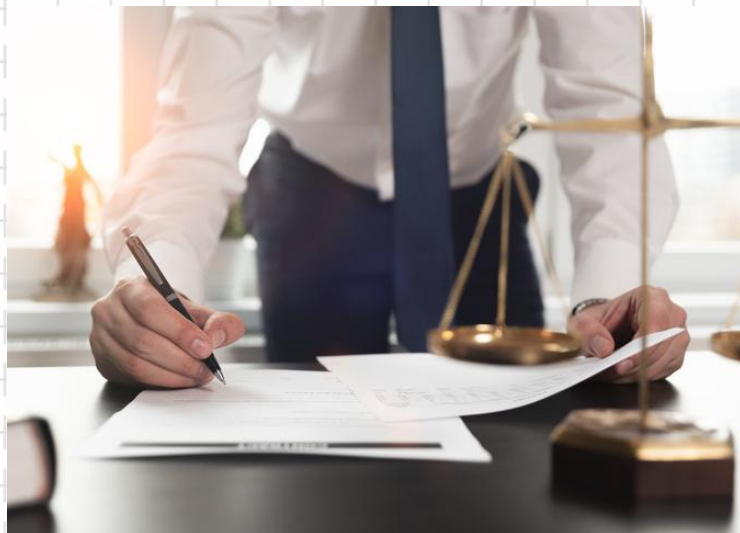
Wellbeing / Llesiant

- Uses strengths-based storytelling
- Provides a safe and reflective way for people to share their experiences
- Protects the wellbeing of participants
- Explores changes in confidence, resilience and emotional wellbeing
- Mae'n defnyddio adrodd straeon sy'n seiliedig ar gryfderau.
- Mae'n darparu ffordd ddiogel a myfyriol i bobl rannu eu profiadau.
- Mae'n diogelu llesiant y cyfranogwyr.
- Mae'n archwilio newidiadau mewn hyder, gwydnwch a llesiant emosiynol.

Connection & Relational Practice Cysylltiad ac Ymarfer Perthynol

- Focuses on relationships, trust and connection
- Explores how carers learn from and support one another
- Reflects the programme's commitment to relationship-based practice
- Mae'n canolbwyntio ar berthnasoedd, ymddiriedaeth a chysylltiad.
- Mae'n archwilio sut mae gofalmwr yn dysgu oddi wrth ei gilydd ac yn cefnogi ei gilydd.
- Mae'n adlewyrchu ymrwymiad y rhaglen i ymarfer sy'n seiliedig ar berthnasoedd.

Here2There – MSC Evaluation



Kat Applewhite





PIONEERS MOST SIGNIFICANT CHANGE EVALUATION

PART OF THE FOSTERING WELLBEING PROGRAMME

PIONEERS MOST SIGNIFICANT CHANGE EVALUATION

PART OF THE FOSTERING WELLBEING PROGRAMME

- Strengthening support for carers through peer networks and better connections with services
- Pioneer carers provide informal support alongside their fostering role
- Evaluation draws on real experiences to understand the programme's impact

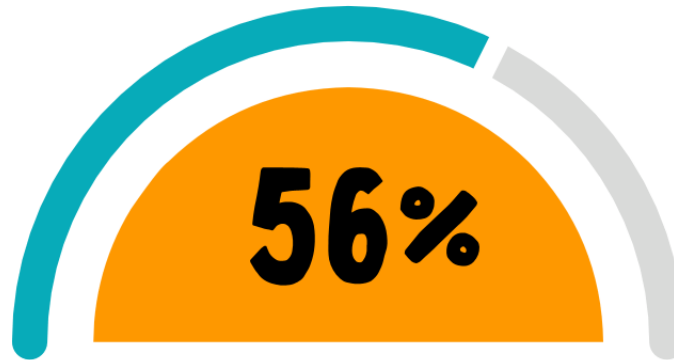


WHY IS THIS IMPORTANT?

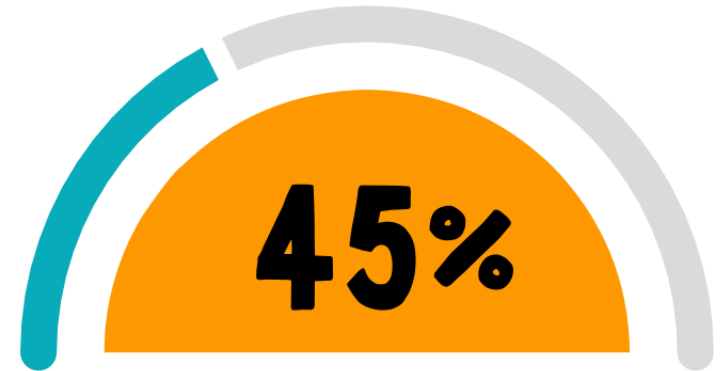
**BEING A FOSTER CARER IS REWARDING, BUT IT CAN ALSO BE
CHALLENGING AND FEEL ISOLATING.**



**56% OF FOSTER CARERS EXPERIENCE
BURNOUT OR POOR WELLBEING**



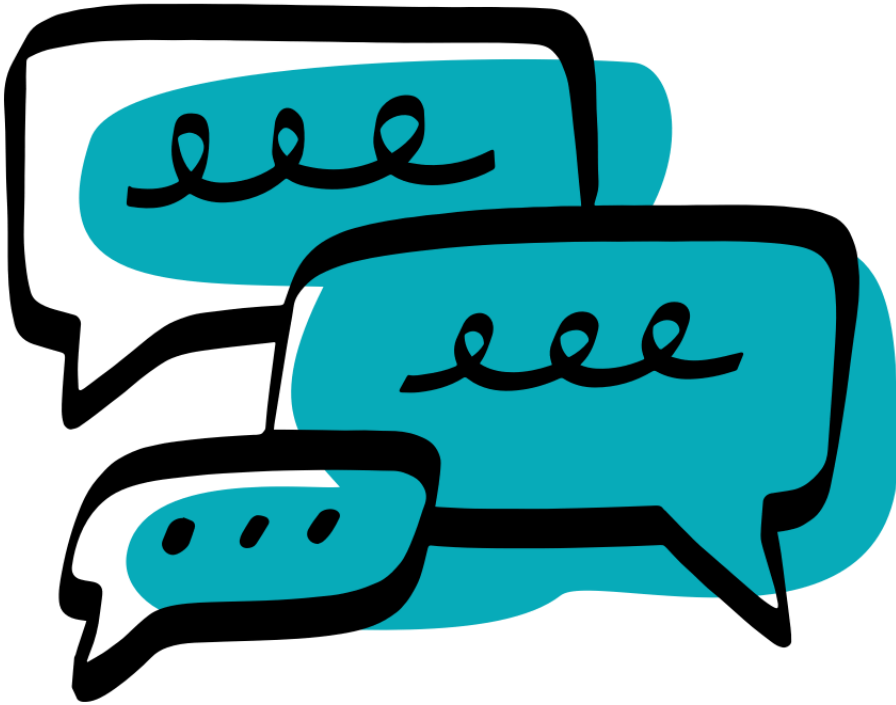
**56% HAVE CONSIDERED RESIGNING
FROM FOSTERING**



**ONLY 45% FEEL ABLE TO ASK FOR
SUPPORT WITHOUT FEAR OF NEGATIVE
CONSEQUENCES**



HOW WAS THE EVALUATION WAS CONDUCTED



MSC is a storytelling approach to evaluation. Instead of measuring impact through statistics alone, it focuses on collecting real stories about change from the people involved. These stories help show how programmes affect people's lives and experiences.

The evaluation involved several steps.



WHAT WE HEARD

Retention

"Sometimes just being there stops someone from walking away."

"Those little things make the difference between staying or leaving."

"I've seen carers keep going because they had that support."

Community & Belonging

"It made me feel part of something bigger."

"We've built a small but powerful community."

"It's not just fostering anymore — it's a community."

Confidence & Empowerment

"It's given me confidence to keep going."

"You feel recognised — like your experience matters."

"It's changed how I think and how I work."

Emotional Support & Reassurance

"After a chat with a Pioneer, I felt supported and validated."

"Sometimes you just need someone to say it's okay to feel like this."

"It's the reassurance that keeps you going."

Connection with Services

"Before this, it felt like 'us and them'."

"Now carers feel more confident to speak up."

"It helps bridge the gap between carers and social workers."

THE MOST SIGNIFICANT CHANGE PIONEER STORY

**"WALKING THE JOURNEY
TOGETHER"**

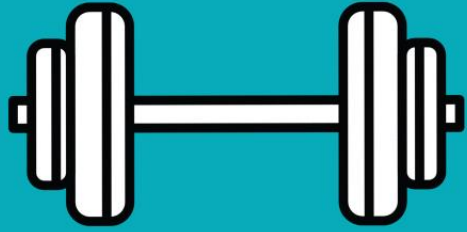


THE MOST SIGNIFICANT CHANGE PIONEER STORY

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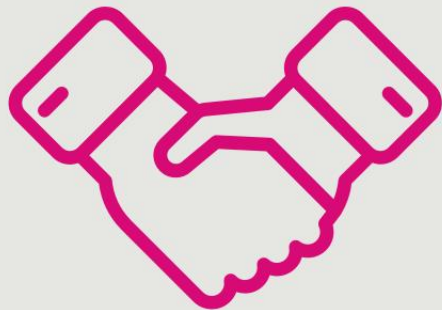
REPORT RECOMMENDATIONS



**Strengthen Peer
Support**



**Prioritise Carer
Wellbeing**



**Strengthen
Relationships**



Invest in the Community



Extend Pioneer Impact



OVERALL LEARNING FROM THE EVALUATION

THE STORIES COLLECTED THROUGH THIS EVALUATION SHOW THAT THE PIONEER PROGRAMME IS MAKING A MEANINGFUL DIFFERENCE IN THE FOSTERING COMMUNITY.



Key areas of impact include:

- stronger peer support networks
- reduced isolation among carers
- greater confidence and reassurance for carers
- practical knowledge sharing
- stronger connections between carers and services
- increased sense of community within fostering

What next... Beth nesaf...?

Responding to the evaluation Ymateb i'r gwerthusiad



By working in partnership with Pioneers, we will:

- Build on what is already working well across Wales
- Create more opportunities for carers to connect and learn from one another
- Strengthen the role of lived experience in programme development and delivery
- Ensure activities and opportunities remain relevant, meaningful and grounded in the realities of fostering
- Recognise foster carers as equal partners in improving outcomes for children and young people

Drwy weithio mewn partneriaeth ag Arloeswyr, byddwn yn:

- Adeiladu ar yr hyn sydd eisoes yn gweithio'n dda ledled Cymru
- Creu mwy o gyfleoedd i ofalwyr gysylltu a dysgu oddi wrth ei gilydd
- Cryfhau rôl profiad byw wrth ddatblygu a chyflawni gweithgareddau'r rhaglen
- Sicrhau bod gweithgareddau a chyfleoedd yn parhau i fod yn berthnasol, yn ystyrlon ac wedi'u seilio ar realiti maethu
- Cydnabod gofalwyr maeth fel partneriaid cyfartal wrth wella canlyniadau i blant a phobl ifanc

Co-production Opportunities

Cyfleoedd i Gydgynhyrchu

Pioneers will continue to play an active role in shaping, developing and delivering key areas of the programme activity. All opportunities will be paid, recognising the professional value of their lived experience and expertise.

Bydd Arloeswyr yn parhau i chwarae rhan ganolog wrth lywio, datblygu a chyflawni meysydd allweddol o weithgarwch y rhaglen. Bydd pob cyfle yn cael ei dalu, gan gydnabod gwerth proffesiynol eu profiad byw, eu harbenigedd a'r cyfraniad unigryw y maent yn ei wneud.

**Here2There
Connectmi App
development**

**Here2There
Datblygu Platform
ConnectMi**

**Fostering
Wellbeing
Conference**

**Maethu Lles
Cynhadledd**

**Allegations
support**

**Cymorth Gydag
Honiadau**

**Fostering
Wellbeing Bitesize
sessions**

**Maethu Lles
Sesiynau Byr**



COPRODUCTION AND ConnectMi

**HOW CAN TECHNOLOGY HELP
TO CONNECT PIONEERS
AND SHARE WHAT IS
WORKING?**





HOW DO WE BUILD ON WHAT IS ALREADY WORKING?



The evaluation identified opportunities to strengthen local and national networks, encourage shared learning across fostering services and create greater clarity and consistency around the Pioneer role



TWO OPPORTUNITIES WE WANT TO EXPLORE...



Pioneer Profiles

How do we make the experience and expertise within the Pioneer network more visible and accessible?



Pioneers in Practice

How do we make it easier to share what's working?



DESIGN PRINCIPLES

Designing something people will use — and that is sustainable

We don't yet know what the final solution will look like. That's what the co-production is for. But there are some principles we already know need to shape the conversation:

Co-produced

Built around what Pioneers actually need and would use.

Simple

Easy to contribute to, navigate and understand.

Admin-light

Designed to minimise ongoing administration and moderation.

Safe & appropriate

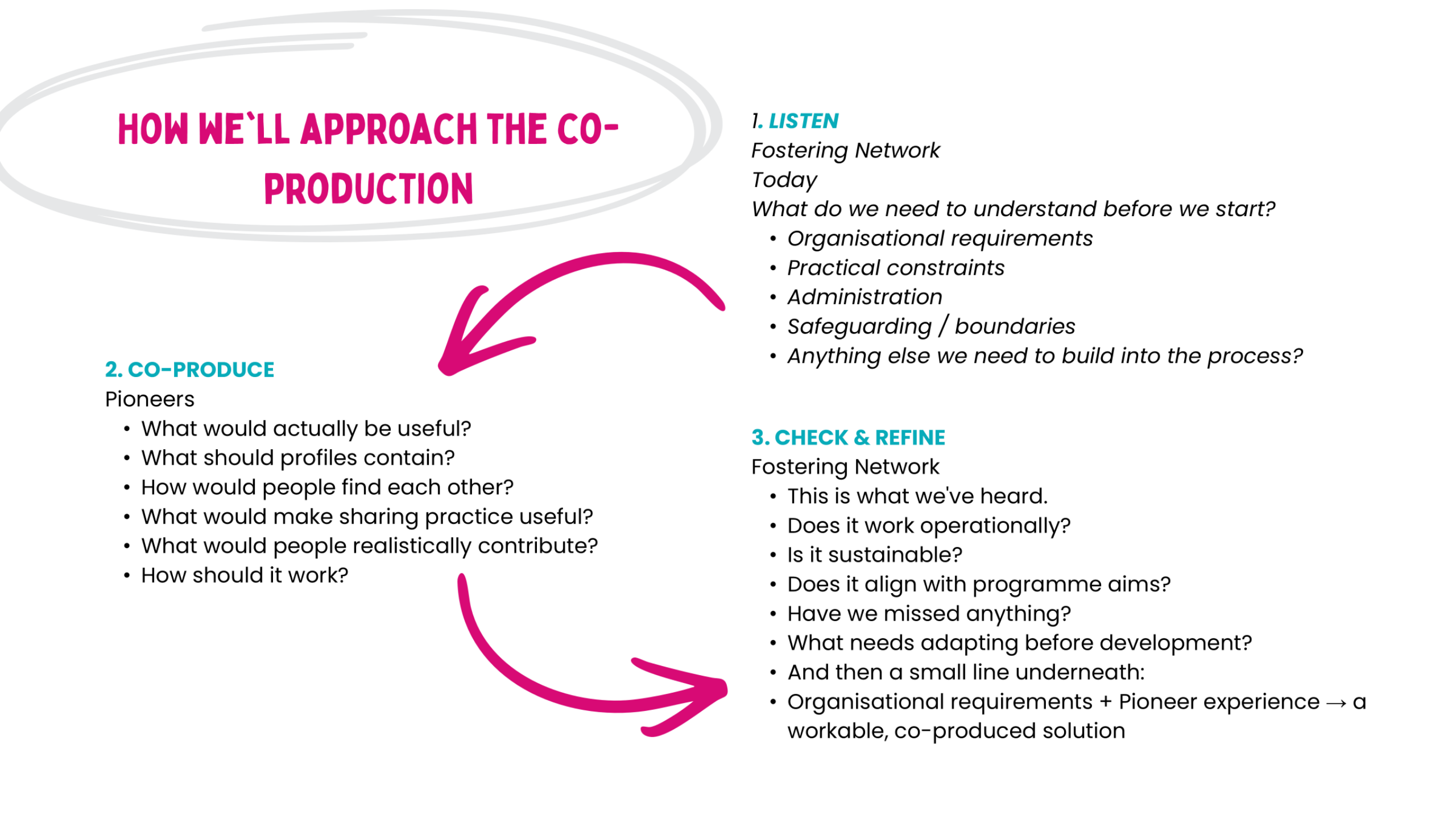
Clear boundaries around what is shared and how people connect.

Aligned

Supporting the purpose of the Pioneers and The Fostering Network's wider aims.



HOW WE'LL APPROACH THE CO-PRODUCTION



1. LISTEN

Fostering Network

Today

What do we need to understand before we start?

- *Organisational requirements*
- *Practical constraints*
- *Administration*
- *Safeguarding / boundaries*
- *Anything else we need to build into the process?*

2. CO-PRODUCE

Pioneers

- What would actually be useful?
- What should profiles contain?
- How would people find each other?
- What would make sharing practice useful?
- What would people realistically contribute?
- How should it work?

3. CHECK & REFINE

Fostering Network

- This is what we've heard.
- Does it work operationally?
- Is it sustainable?
- Does it align with programme aims?
- Have we missed anything?
- What needs adapting before development?
- And then a small line underneath:
- Organisational requirements + Pioneer experience → a workable, co-produced solution



COME AND JOIN US!



Kat Applewhite

e: Kat@here2there.me.uk

t: 07793 750173

Fostering Wellbeing Conference Maethu Lles Cynhadledd



Our annual Fostering Wellbeing Conference brings together all professionals from the team around the child in Wales to share learning, celebrate success and strengthen relationships.

Starting in September, Pioneers will be invited to join a planning group and play an active role in shaping the conference, by:

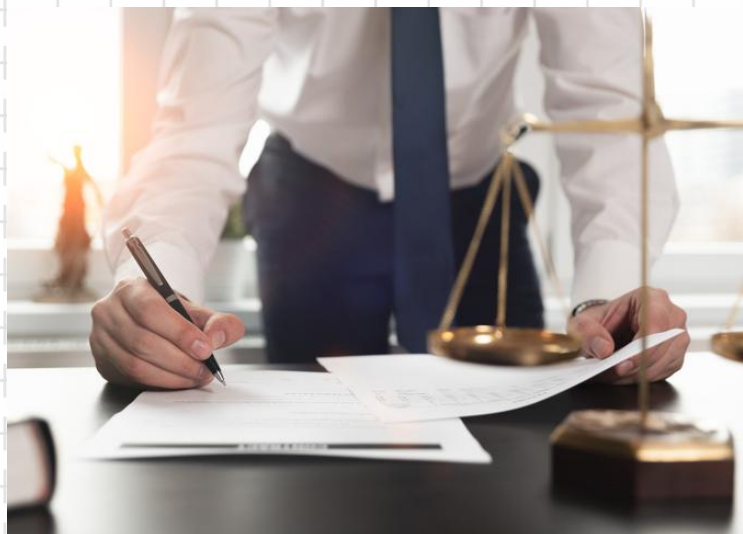
- Identify themes and priorities that matter in fostering
- Shape the programme agenda and workshop content
- Recommend speakers, topics and lived experience contributions
- Design a comms and marketing plan to reach key stakeholders
- Help with the conference delivery and evaluation

Mae ein Cynhadledd Llesiant Maethu flynyddol yn dod â gweithwyr proffesiynol o bob rhan o'r tîm o amgylch y plentyn yng Nghymru ynghyd i rannu dysgu, dathlu llwyddiannau a chryfhau perthnasoedd.

O fis Medi ymlaen, bydd Arloeswyr yn cael eu gwahodd i ymuno â grŵp cynllunio a chwarae rhan weithredol wrth lunio'r gynhadledd drwy:

- Nodi themâu a blaenoriaethau sy'n bwysig ym maes maethu
- Llunio agenda'r rhaglen a chynnwys y gweithdai
- Argymhell siaradwyr, pynciau a chyfraniadau sy'n seiliedig ar brofiad byw
- Cynllunio gweithgareddau cyfathrebu a hyrwyddo i gyrraedd rhanddeiliaid allweddol.
- Cynorthwyo gyda chyflwyno a gwerthuso'r gynhadledd

Allegations support Cymorth Gydag Honiadau



Through co-production with pioneers and fostering services, we will develop and pilot a peer support approach that complements the existing allegation support arrangements and helps carers feel informed, connected and supported throughout the process.

Pioneers will play an active role by:

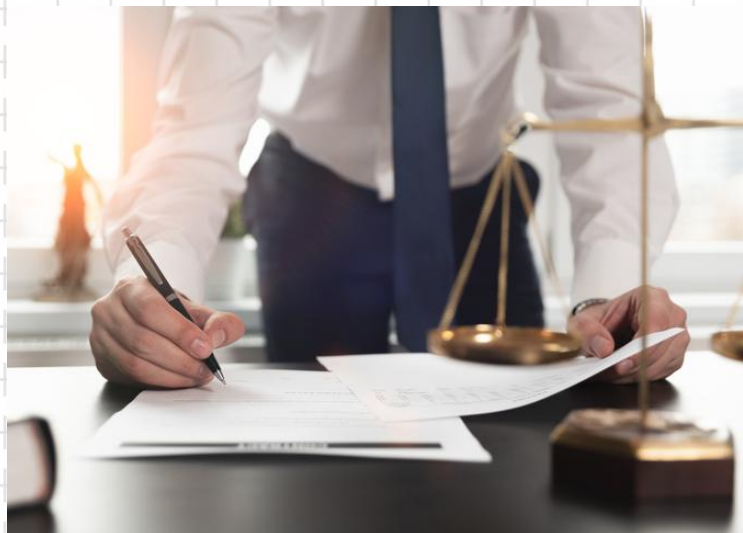
- Using their lived experience to inform the content and structure of the training
- Identify the challenges, support needs and information gaps carers might experience during allegations processes
- Shape how peer support is offered before, during and after an allegation
- Help ensure the training is realistic, relevant and grounded in foster carer experiences

Drwy gydgyhyrchu gydag Arloeswyr a gwasanaethau maethu, byddwn yn datblygu ac yn peilota dull cymorth gan gyfoedion sy'n ategu'r trefniadau cymorth presennol ar gyfer honiadau ac yn helpu gofalwyr i deimlo'n wybodus, yn gysylltiedig ac yn cael eu cefnogi drwy gydol y broses.

Bydd Arloeswyr yn chwarae rhan weithredol drwy:

- Ddefnyddio eu profiad byw i lywio cynnwys a strwythur yr hyfforddiant
- Nodi'r heriau, yr anghenion cymorth a'r bylchau gwybodaeth y gall gofalwyr eu profi yn ystod prosesau honiadau
- Llunio sut y caiff cymorth gan gyfoedion ei gynnig cyn, yn ystod ac ar ôl honiad
- Helpu i sicrhau bod yr hyfforddiant yn realistig, yn berthnasol ac wedi'i seilio ar brofiadau gofalwyr maeth

Allegations support Cymorth Gydag Honiadau



Outcomes

- Foster carers feel less isolated during allegations processes
- Increased understanding of available support and pathways
- Greater confidence navigating allegations procedures
- Access to informed peer support from carers with lived experience
- Improved wellbeing and resilience during challenging periods

Pioneers will ensure the training is practical, relevant and responsive to the needs of foster carers. It also supports the programme's continued commitment to valuing foster carers as equal partners and using lived experience to improve support for others

Canlyniadau

- Mae gofalwyr maeth yn teimlo'n llai unig ac ar wahân yn ystod prosesau honiadau
- Gwell dealltwriaeth o'r cymorth a'r llwybrau sydd ar gael
- Mwy o hyder wrth lywio gweithdrefnau honiadau
- Mynediad at gymorth gwybodus gan gyfoedion sydd â phrofiad byw
- Gwell llesiant a gwydnwch yn ystod cyfnodau heriol

Bydd Arloeswyr yn helpu i sicrhau bod yr hyfforddiant yn ymarferol, yn berthnasol ac yn ymatebol i anghenion gofalwyr maeth. Mae hyn hefyd yn cefnogi ymrwymiad parhaus y rhaglen i werthfawrogi gofalwyr maeth fel partneriaid cyfartal ac i ddefnyddio profiad byw i wella'r cymorth sydd ar gael i eraill.

Care Friends

Fostering Wellbeing - Bitesize sessions

Maethu Lles - Sesiynau Byr

Education

- Co-designed with Cardiff VSH and Pioneers
- Flexible online and face-to-face delivery
- Successfully piloted in Cardiff
- Ready for national rollout
- Co-delivered by Pioneer carers

Addysg

- Wedi'i chydgynllunio â'r VSH yng Nghaerdydd ac Arloeswyr
- Cyflwyno hyblyg ar-lein ac wyneb yn wyneb
- Wedi'i beilota'n llwyddiannus yng Nghaerdydd
- Yn barod i'w gyflwyno ledled Cymru
- Yn cael ei gydgyflwyno gan Arloeswyr

Social Care

- Piloted with Cardiff Met social work students
- Strengthens relationships between social workers and foster carers
- Highlights the value of lived experience
- Supports trauma informed, relational practice
- Ready for national rollout with Pioneer support

Social Care

- Wedi'i beilota gyda myfyrwyr gwaith cymdeithasol Prifysgol Metropolitan Caerdydd
- Yn cryfhau perthnasoedd rhwng gweithwyr cymdeithasol a gofalwyr maeth
- Yn amlygu gwerth profiad byw
- Yn cefnogi ymarfer perthynol sy'n ystyriol o drawma
- Yn barod i'w gyflwyno ledled Cymru gyda chefnogaeth Arloeswyr

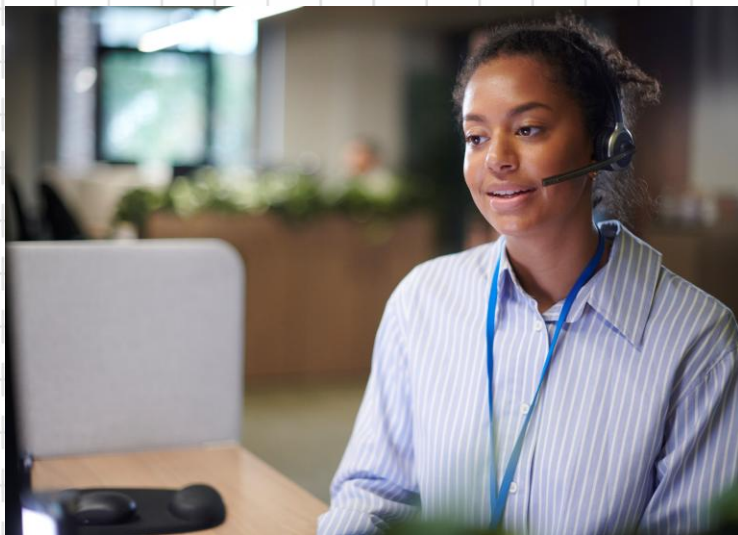
Health

- Being developed with pioneers and the Children Looked After Nursing Team in Cardiff
- Brings lived experience into health professional learning
- Promotes trauma-informed and relationship-based practice
- Supports understanding of the foster carer role
- Planned rollout to health visitors, children's nurses and school nurses

Iechyd

- Yn cael ei ddatblygu gydag Arloeswyr a Thîm Nyrsio Plant sy'n Derbyn Gofal Caerdydd
- Yn dod â phrofiad byw i ddysgu gweithwyr iechyd proffesiynol
- Yn hyrwyddo ymarfer sy'n ystyriol o drawma ac yn seiliedig ar berthnasoedd
- Yn cefnogi dealltwriaeth o rôl y gofalwr maeth
- Bwriedir ei gyflwyno i ymwelwyr iechyd, nyrsys plant a nyrsys ysgol

Questions?



Thank you!



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