

***PUTTING A STUDENT IN TIMEOUT OR IN A
HALLWAY TELLS THEM, "YOU ARE NOT
ONE OF US," AND TEACHES THEM
BOTH ISOLATION AND
EXCLUSION.***

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SMILE & MULTI-SKILLED

What is a Multi-Skilled team?

- ▶ A team of professionals from different disciplines.
- ▶ A wrap around service to ensure the needs of the foster parent and young person are met.



Who are they?

Ponder time!

- ▶ What difficulties have you had working with other professionals?

Factors That Can Distort our Thinking



Our responses to distorted thinking

Becoming a "martyr"

Withdrawal and disengagement

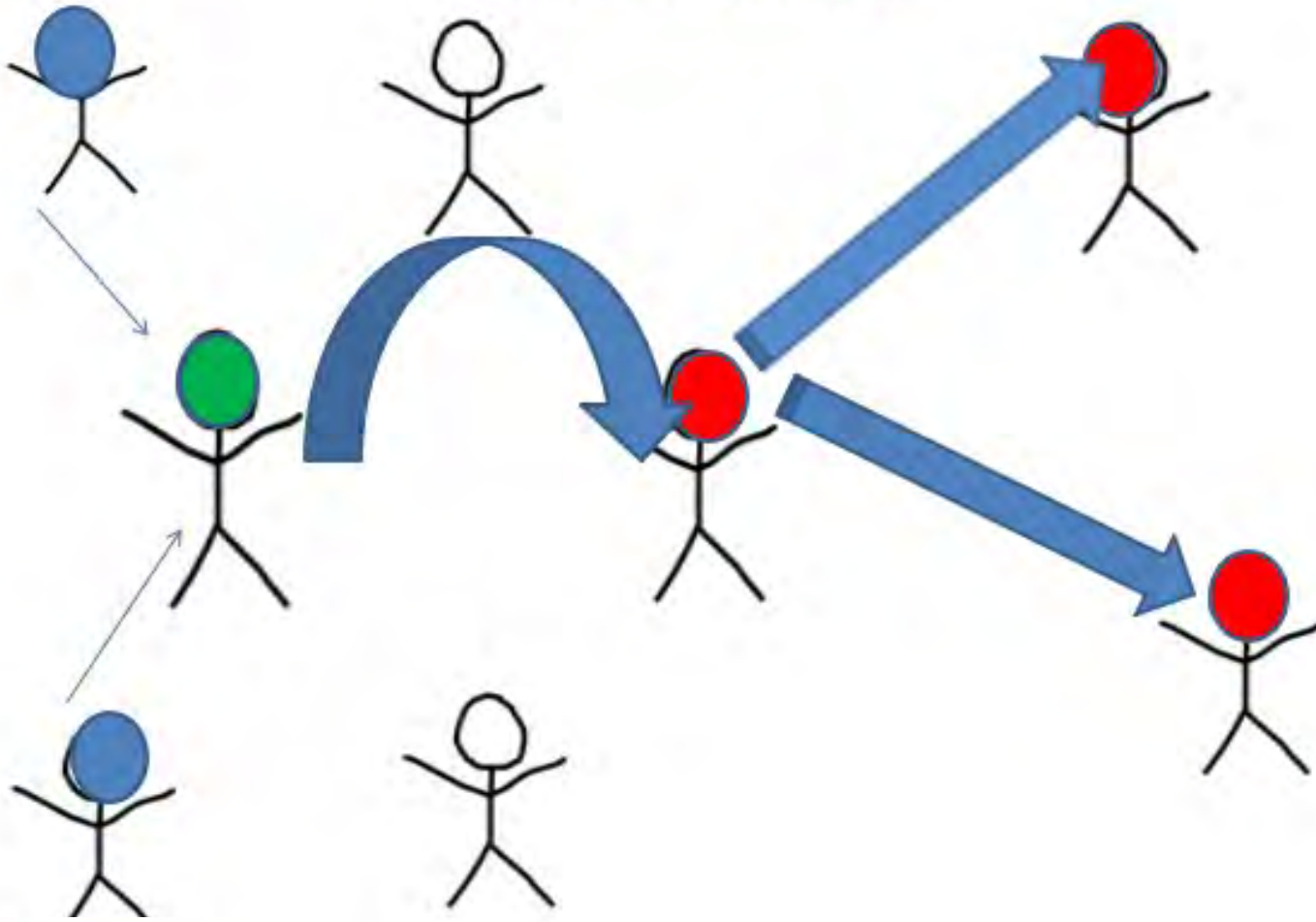
Blunt responses to other staff

Lack of empathy to children & young people

A vicious circle



LEAPING FEELINGS



Leaping Feelings

Ponder time!

- ▶ Have a think about a time you have felt out of control or uncomfortable at a meeting
- ▶ What might you do differently if the situation arose again?

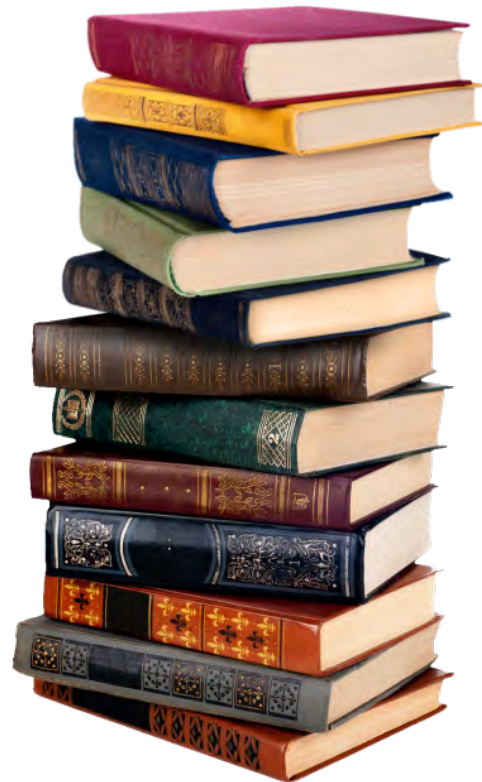
The Unconscious



A space to think



Theory V's Reflection



The mirror



- ▶ You see yourself as you are?
- ▶ You see yourself changed (*inverted*).
- ▶ You see the relation between things.
- ▶ An “other” is looking at you...from a different position.
- ▶ Holding this position is important.

Roles and responsibilities

Primary task/mission

Roles

People (hopes, fears,
history)

Boundaries

Communication from different perspectives



- ▶ What's the secret?
- ▶ What's the missing conversation?
- ▶ And how will you discover it?

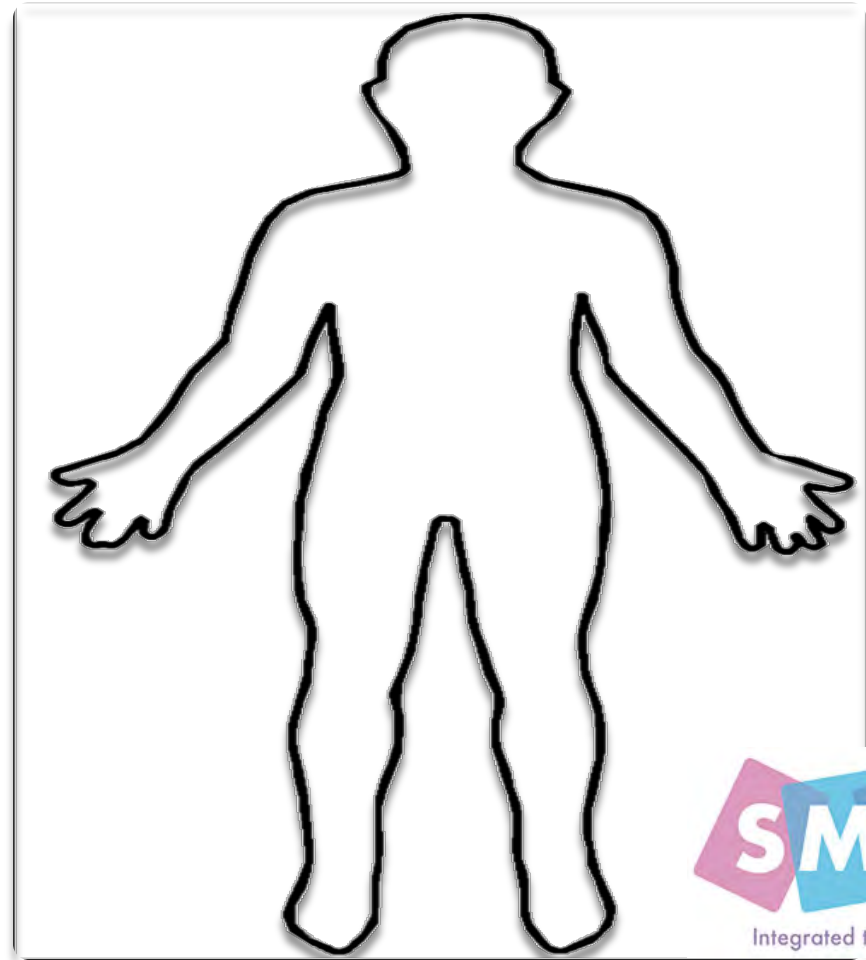
The benefits

“To work analytically in groups or_ I want to suggest, in organizations – is to use one’s alertness to the emotional experience presented in such settings as the medium for seeking to understand, formulate, and interpret the relatedness of the individual to the group or organisation. It is understanding that relatedness, I believe, which liberates the energy to discover what working and being in the group or organization can become.”

David Armstrong (2006) “ Organisation in the Mind” p 203

Listening to your emotional experience

- ▶ Is it a head thing?
- ▶ Is it a heart thing?
- ▶ Is it a stomach thing?
- ▶ What is that sensation?



Working with images



Bombardment
Impingement

Crystallizing
Digesting

The Seesaw Effect

Working
with your
images

Working
with
SYSTEMIC
images



The Seesaw Effect



Wood for the trees

Ponder time?

- ▶ Have you ever felt lost in the woods?
- ▶ How did you find your pathway out?
- ▶ Were you able to use the network around you?
- ▶ Did you feel inadequate by asking for help?

To Be Able see different views

- ▶ Look after each other
- ▶ Learn together
- ▶ Reflective spaces
- ▶ Respectful of our differences
- ▶ Culturally aware
- ▶ Thinking about your unconscious bias
- ▶ Regular Forums such as 90-day planning to support and challenge each other
- ▶ Individual & Group Supervision to explore the how powerful feelings are evoked
- ▶ Mosaics Culture accepts everyone as they are and without fear of being judged
- ▶ Importantly we are a team and as a group we know a lot which generates a learning for us all

Multi-Skilled team

- ▶ Working collaboratively
- ▶ Flexible and adaptable
- ▶ Listening to each other
- ▶ Open and honest communication
- ▶ Understanding ourselves
- ▶ Regular network meetings.
- ▶ The leadership share best practice

Working Together to Safeguard Children

- ▶ Statutory guidance on inter-agency working to safeguard and promote the welfare of children.

What meetings?

- ▶ Looked After Child Reviews – CLA's
- ▶ Personal Education Plans PEP's
- ▶ Safeguarding Reviews
- ▶ Strategy Meeting
- ▶ Professional meetings
- ▶ Matching meetings
- ▶ Hypotheses of Need meetings
- ▶ Health meetings
- ▶ Education meetings
- ▶ Placement planning meetings
- ▶ Supervisions with SSW
- ▶ Therapeutic supervisions
- ▶ Care standard meetings
- ▶ End of placement meetings

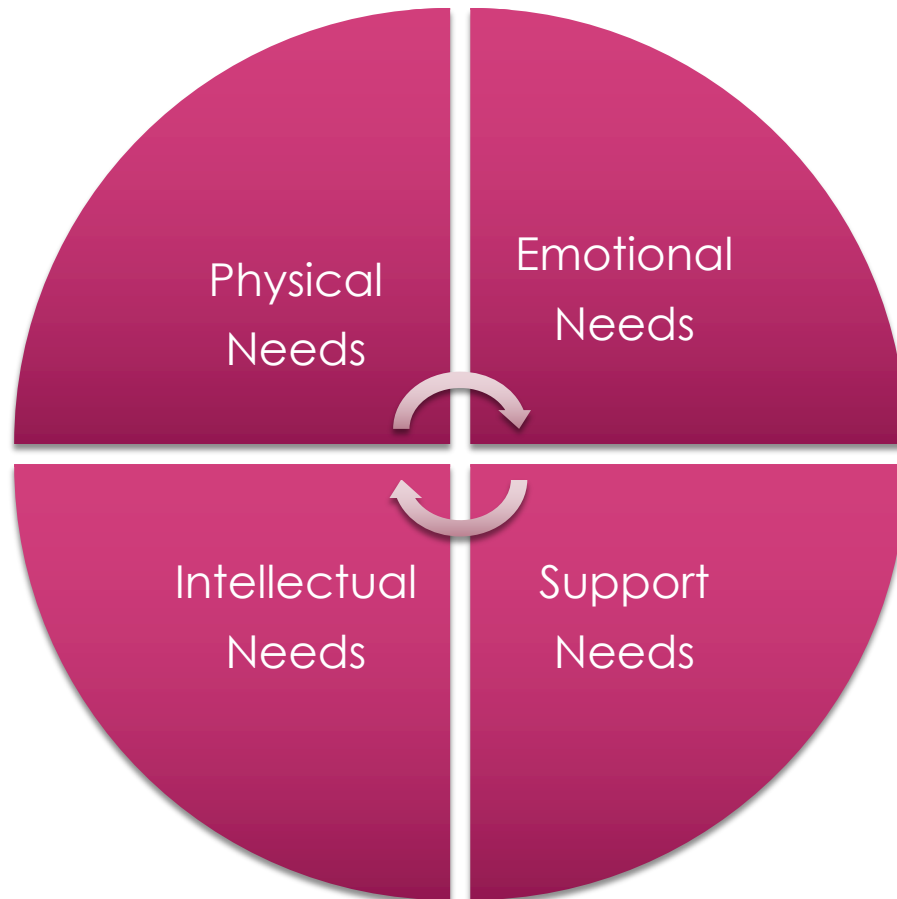
Practical ideas

- ▶ **Remember... You are the professionals! YOU know the child!**
- ▶ Be prepared – write notes of what you would like to say beforehand
- ▶ Arrive in plenty of time
- ▶ Stand your ground and be assertive with what you feel is right for the YP
- ▶ Speak with your SSW beforehand if you feel uncomfortable speaking about a certain topic
- ▶ Take a breath
- ▶ If you are struggling, look to your SSW for guidance
- ▶ If your YP is not there, do you have their written wishes and feelings with you?
- ▶ Reflection after the event

Look after yourself!



Pies!



► **Lets think about PIES as self care to be able to deal with the exhaustion**

(Amber Elliot , 2013)



Looking after
yourself should
be a priority, not
an occasional
treat.

JANA ELSTON