





REFLECTIVE PRACTICE (RP)

RP offers protected time within a **fast-paced system** for staff to come together to pause and think more deeply about their experiences within their work with Young People.

Aims:

- Share experiences, thoughts and feelings out loud
- Increase self-awareness: notice patterns of behaviour & how feelings play a part in decision making
- Learn from past actions and from each other
- Develop a shared understanding and team approach
- Ultimately, improve the quality of work and increase staff morale

RP is NOT:

- Clinical supervision
- Support group / group therapy
- Focused on employment/HR issues

Proposed Format:

- We will contract with workers to make governance and responsibilities really clear
- Themes of discussion will be recorded, but no minutes taken (Team Managers encouraged to attend)
- Groups might be provided across or within teams (depending on GDPR & team numbers)
- Additional groups for Team Managers working at operations / strategic levels across organisations

CONSULTATIONS Aims: Deepen understanding of the young person's needs/presenting problems Consider ways of promoting engagement Contribute to risk assessment and management plans Inform the intervention/care plans **Proposed Format:** Contract to outline governance and responsibilities from the start • 90 minute slots to meet Individual / staff group (preferred) Within the YPSA staff teams & multi-agency

DIRECT AND INDIRECT CLINICAL WORK

Aims:

- Offer **individual assessment and interventions** to young people where there are gaps in existing provision (subject to clinical capacity)
- Offer **group interventions** to promote psychological wellbeing and social inclusion
- We take a systemic view of a young person, rather than just individual and formal psychotherapy
 - Support with professional liaison / access to services / referrals to services

Proposed Format / Focus:

- Responsive to identified needs following consultations.
 - understand the population; identify gaps in existing services that exacerbate unmet psychological needs.

TRAINING Aims: Equip the workforce with psychological knowledge and insight Provide a toolkit to support the Young People Promote staff confidence to respond to the Young People's needs A varied training schedule is run by the Clinical Team throughout the year - YPSA workers will be able to access these trainings. Over the coming weeks and months, we will also be gathering a picture of what training needs there might be for YPSA workers and can develop service-level trainings to meet those needs.

WHAT NEXT? Our approach to service development

Assessment phase - identify needs

- Drawing on relevant research, policies and guidance
- Learning from examples of good practice
- Service mapping

Making links with Teams

- YPSA (internal & external)
- Other external providers (Mental Health Teams; CAMHS; AMH; EET; etc)

Hearing from you

- Online Survey sent in advance to capture a baseline
- Individual meetings asking managers about strengths and challenges

Setting up practice across the pathway

Ensuring accessibility and equity in service provision between in-house and external providers

How to contact us:

<u>Kim.Jackson-blott@oxfordshire.gov.uk</u> Lucinda.Brabbins@oxfordshire.gov.uk

To book a consultation, please email both Lucie and Kim and include the following:

- The young person's name (and LCS number)
- A paragraph with some background about the young person's situation (including how urgent) and a question you'd like us to focus on answering during the consultation.
- We will send you a brief questionnaire to complete before and after the consultation, which helps us to collect feedback and tailor our work to your needs.