



Partnership Learning Conversations Pathway



The Pathway

<p>Situations to bring for a partnership learning conversation</p>	<p>Agreed by the team manager where:</p> <ul style="list-style-type: none"> Workers feel that they are not moving towards the same goal Differences between workers that are overshadowing the progress The situation has become stuck, and progress is not being made Lack of clarity about the situation
<p>What do we want to achieve from the learning conversation</p>	<ul style="list-style-type: none"> To keep the child or adult centre of the conversations To slow down the thinking of everyone and provide a safe space for reflection and professional respectful challenge To learn from each other about their responsibilities within their role To be clear about what is fact and opinion and consider what may be contributing to these opinions To make sense as a collective using everyone's knowledge and expertise within their specific area of specialism To be clear about what the collective is moving towards To agree ways/approaches to facilitate the change required
<p>Preparation for the partnership learning conversation</p>	<ul style="list-style-type: none"> Practitioners to come with an open mind, willing to admit that they might not have it quite right Be prepared and find out who from your agency is the right person to share all the information Let the child/family or person know that this conversation is happening and that everyone involved wants to work with them to support them the best they can and a learning conversation will help them to do this Be clear about the purpose of your role in this situation Find out what are the family's views about the situation and what have they said that people do that is useful to help them
<p>Method for the partnership learning conversation</p>	<ul style="list-style-type: none"> Facilitated by an independent neutral person from the Signs of Safety Learning Team Conversation is structured through the Suffolk Signs of Safety Solution Building framework One key representative from each agency to attend who is actively involved in the situation Agreement of how to review the progress in the future
<p>How and where will the partnership</p>	<ul style="list-style-type: none"> The learning document will capture the conversations using the Suffolk Signs of Safety framework



<p>learning conversation be recorded</p>	<ul style="list-style-type: none"> The agencies representative will share this document and record the learnings on the agencies recording system.
<p>How will we evaluate this method of learning</p>	<ul style="list-style-type: none"> Participants to complete an evaluation Lead worker to share the overall difference for the child or person and to themselves with the Signs of Safety Practice Team - 8 weeks after the event

Introduction

Suffolk Safeguarding Partnership Learning Conversations will be piloted across agencies who are part of the partnership in Suffolk. The aim is to achieve an inter-agency learning conversations between partners.

We will evaluate the pilot in Spring 2022, this will allow for further development of the approach from the evidence and experience.

Purpose of the learning conversation

The conversation is not intended to replace agency supervision, but to offer an alternative space to review collaboratively.

- To enhance reflection and understanding in a safe environment. It is intended to be a reflective space, and in this way differs from the more task-focussed emphasis of a professionals' meeting.**
- To keep the child or adult centre of the conversations**
- To slow down the thinking of everyone and provide a safe space for reflection and professional respectful challenge**
- To learn from each other about their responsibilities within their role**
- To be clear about what is fact and opinion and consider what may be contributing to these opinions**
- To make sense as a collective using everyone's knowledge and expertise within their specific area of specialism**
- To be clear about what the collective is moving towards**
- To agree ways/approaches to facilitate the change required**

Situation's suitable for discussion

Situations can be identified as suitable by one, or more of the agencies involved. The team manager's need to agree to the request. Selection is not intended to be limited to a certain type and we would expect to see referrals across the tiers. Cases do not have to be open to Social Care for partnership supervision to be considered.



Cases referred for partnership supervision will be those which might benefit from deeper reflection and analysis.

- **Workers feel that they are not moving towards the same goal**
- **Differences between workers that are overshadowing the progress**
- **The situation has become stuck, and progress is not being made**
- **Lack of clarity about the situation**

Method for the partnership learning conversation

- Facilitated by an independent neutral person from the Signs of Safety Learning Team
- Conversation is structured through the Suffolk Signs of Safety Solution Building framework

Using Signs of Safety means:

- We will listen to each other and acknowledge and validate their views
 - We will build quality relationships with each other to explore and notice what is already working to address the needs, and what else is needed, building solutions together
 - We remain professionally curious, think critically and never assume we have all the answers
 - Use plain language that we all understand
 - Balance optimism and evidence so that we assess the situation rigorously
- One key representative from each agency to attend who is actively involved in the situation
 - Agreement of how to review the progress in the future

How do book a learning conversation

Once it has been agreed by the managers, that a Partnership Learning Conversation would be useful. The referral would be passed to the Signs of Safety Learning Facilitation Team

soscentral@suffolk.gov.uk.

The purpose is to provide a space for reflection not to re-visit any decision making.

All facilitators in the team are experienced practitioners, supervisors and trained in solution focused conversations.

Preparation for the learning conversation

- Practitioners to review their records in advance and come with a good knowledge of the case as well as any supporting tools which they think may be of assistance
- Practitioner to come with an open mind, willing to admit that they might have it wrong
- Let the child/family or person know that this conversation is happening
- Be clear about the purpose of their role in this situation and what the family say's that they or their agency do that is useful to facilitate a space for change



The following principles should apply during the conversation

- Participants will adhere to their agencies GDPR protocol
- Facilitated by an independent person from the Signs of Safety Learning Team
- Conversation is structured through the Suffolk Signs of Safety Solution Building framework
- One key representative from each agency to attend who is actively involved in the situation
- Agreement of how to review the progress in the future

Recording the partnership learning conversation

- The learning document will capture the conversations using the Suffolk Signs of Safety framework
- Session will be documented and distributed to the lead worker, who will distribute as necessary.
- Participants will document the learning from the conversation on the child's file in line with the agency's recording policy.

Evaluating this method of learning

- Participants to complete an evaluation within 2 days of the event; what difference the conversation has made to the worker and the partnership
- Lead worker to share the overall difference for the child or person and to themselves - 8 weeks after the event
- This information will be collated, and an overall evaluation will be completed in March 2022 this will include participant experiences and family outcomes. This will inform further development.



Partnership Learning Conversation Agreement

All:

Using Signs of Safety means:

- We will listen to each other and acknowledge and validate their views
- We will build quality relationships with each other to explore and notice what is already working to address the needs, and what else is needed, building solutions together
- We remain professionally curious, think critically and never assume we have all the answers
- Use plain language that we all understand
- Balance optimism and evidence so that we assess the situation rigorously

Attendees:

- To keep the child or adult centre of the conversations
- To slow down thinking, reflect whilst maintaining a position of professional curiosity and respectful challenge
- To learn from each other about their responsibilities within their role
- To be clear about what is fact and opinion and consider what may be contributing to these opinions
- To make sense as a collective using everyone's knowledge and expertise within their specific area of specialism
- To be clear about what the collective is moving towards
- To agree ways/approaches to facilitate the change required

Facilitator:

- Be neutral
- To keep the child or adult centre of the conversations
- To acknowledge and validate individuals' contributions
- To slow down the thinking of everyone and provide a safe space for reflection and professional respectful challenge
- Notify the team manager should an issue be identified regarding professional practice

Participants:

Facilitator:

Date:



Request for Partnership Learning Conversation

Date of request	
-----------------	--

	Name	Contact Details	Attending
Practitioner			
Team and Agency			
Manager Agreement			
Safeguarding Nurse			

Others involved	Role/team	Contact Details	Attending

Person that is bringing the situation to the conversation

What are you most worried will happen if this situation continues?	
What difference are you hoping making the time to reflect on the situation will make to YOU ?	
How will you know that this difference has been achieved?	
What difference are you hoping this will make to the child and their carers ?	
How will you know that this difference has been achieved?	



Suffolk Safeguarding Partnership

Document to capture the conversations



Suffolk Safeguarding Partnership

Safety, solution building and trauma responsive Programme 2020

Partnership Learning Conversation

The conversation is not intended to replace agency supervision, but to offer an alternative space to review collaboratively.



Partnership Learning Conversation Feedback Tool

Your name:

Date of conversation:

Scaling Question:

10 = The learning conversation was useful, slowed down my thinking and achieved the agreed aim of the conversation

0 = The conversation has not facilitated any change or shift in my thoughts about the situation

Where are you on the scale:

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

Acknowledgment

What happened during the conversation that allows you to scale at that point and not lower?

What have been the learning points that take you to the point on the scale and not lower?

What difference has the learning conversation made to YOU?

What potentially will the differences be for the child or person?

Possibility

What else could have been useful to help you to move up the scale closer to a 10?

Please send feedback to: SOScentral@suffolk.gov.uk