



The Art of Individuality

Norfolk Multi-agency Practice Week:

Monday 18 – Friday 22 May 2026



Contents.

Welcome	03
Introduction	04
Resources available following Practice Week	05
At a glance timetable of the week	06
Monday 18 May	07
Tuesday 19 May	10
Wednesday 20 May	13
Thursday 21 May	17
Friday 22 May	21
Additional resources	23
About the presenters	24
Thank you	31



Welcome.

Welcome to this inclusive Practice Week which is all about children and young people's identity and what you can do to support it. We are the young people's steering group for Practice Week, and we want to encourage you to learn together.

We decided that the title of this week should be 'The Art of Individuality'. This is really important to us because while we all strive for equality, we also all want to be respected as individuals and celebrated for our uniqueness. We are all different and we need you to hear our individual voices and understand our behaviours.

We will be sending out daily emails with quotes and top tips from us. We'll also share again some of the poems and resources we have chosen from the Takeover week last May, created by young people all over Norfolk.

To get the daily emails you will need to [subscribe](#). Do it now before you forget!!!

From Halaa, Charlotte and Thalia from the Young People's Practice Week Steering Group

For any queries, please contact CSStaffDevelopment@norfolk.gov.uk



Here's another fantastic opportunity to hear what children and young people think about our shared Flourish ambition on 'Individuality and Identity'.

Following the success of Take Over Week in May 2025, we invite you again to sign up to receive a daily email with content and resources created by young people, to help us learn directly from them.

[Click here to register your details.](#)

If you work in Children's Services, registration is not required as these emails will be sent to you automatically each morning during Practice Week.

Introduction.



I am delighted to welcome you to our Multiagency Practice Week, aptly named by children and young people, The Art of Individuality. As you know, Practice Weeks happens twice a year and provides important opportunities for us to come together as one children's workforce, united by our shared commitment to improving the lives of Norfolk's children, young people, and families. This week is designed to strengthen our practice around respecting children and young people as individuals who are confident in their own identity and appreciating and valuing their uniqueness.

This commitment comes from our [FLOURISH outcomes](#) which were developed by young people. During the week, we also want to deepen our understanding of each other's roles, and create space to learn, reflect, and reconnect with what matters most: making a positive difference. Whether you work directly with children, young people, families and carers, are in a support role, in leadership, or anywhere in between, your contribution to this shared mission is invaluable – and

so is your participation in this week of learning. I encourage you to take part in as many sessions as you can. As usual, you just need to click on the link in this brochure at the relevant time, but don't forget to [book your place at the midweek conference](#). Your insight, curiosity, and willingness to engage are what will make this week truly meaningful.

This year, I am especially pleased that our daily Practice Week emails will be produced by Norfolk children and young people. Their voices are at the heart of everything we do, and these emails are a powerful reminder of why our shared endeavour matters. Please do [subscribe online](#) so that you can receive the resources they are promoting, reminders of the daily events and hints and tips they would like you to receive.

Thank you for your continued dedication, compassion, and professionalism. Together, we can keep learning, keep growing, and keep creating the conditions in which every child and young person can truly FLOURISH.

Sara Tough OBE, D Litt hc

**Executive Director of Children's Services and
Chair of the Children and Young People's Strategic Alliance (CYPSA)**

Resources available following Practice Week.

Copies of the slides from each session and the daily emails will be available on the [NSCP website](#) shortly after. Simply search Practice Week. Some of the online events will also be recorded and made available on this website for learning purposes. You will be informed at the start of the session if it is being recorded. If you do not wish to be filmed, please keep your camera switched off.

If you attend one of these sessions and withdraw your consent for this to

be shared, please contact us at CSStaffDevelopment@norfolk.gov.uk



At a glance timetable of the week.

Date/Time	09.30 – 10.30	11.00 – 12.00	12.30 – 13.30	14.00 – 15.00	15.30 – 16.30	17.00 – 18.00
Mon 18 May	Respecting the individual Zelah Riley and Sarah Moore	Beyond Limits Alumni Scheme Maria Borrego and James Waterson	Putting the I in individual for young people with SEND Henry Futcher and Lauren Scott	Beyond boxes Sue Ackerley	Young carers, Identity and individuality Alice Stevenson, Mia and Dylan.	Finding my voice Norfolk and Suffolk Music Hub
Tues 19 May	Victim blaming and exploitation Maria Novakova and Sara Plastow	YAB Survey Paul Webb	Beyond the system NiCC and Karla George	Self-esteem through a trauma lens Laura Hughes and Zoe Harding	Uniquely me Alice Ndiaye	No event
Wed 20 May	Building AntiRacist Practice Through Identity Awareness Abraham Eshetu and Zelah Riley	Transitions Services Grace Richardson, Katherin Allen, Laura Stevens & Linda Cooper	Teen Agency Melanie Perry	No event	Conference – Identity beyond the crowd 15.00– 17.30	
Thurs 21 May	Respecting and empowering individual identity in GRT children and young people Hilary Heath and Rachel Yates	Valuing Uniqueness: Supporting LGBTQ+ Identities in children and young people Fiona Hammond Liew-Bedford	Communication tools with children with SEND Lynn Carter, Lorna Marshall and Nicola McKinnon	From conflict to connection Colin Dutton and Alice Ndiaye	Identity in Motion – We Move Sufia Sadullah, Andy Goff, Millie Drew and young people from Solace	Norfolk Steps Vicki Marley, Richard Allwright and Lianne Bradford
Fri 22 May	Norfolk Child and Adolescent to Parent Violence and Abuse: Respect young people’s programme Amanda Murr	I’ve made friends with my autism Rachel Quick and Imogen Sanchez	Relationships that matter Vânia S. Pinto	No event	No event	No event

Please note, some of these sessions will be recorded for learning purposes only.

Monday.

18 May 2026



9.30 – 10.30

Respecting the Individual: Young People's Voices and Neurodiversity-Informed Practice

Presenters

Zelah Riley and Sarah Moore, Children's Services

This session explores neurodiversity through the lens of individuality, focusing on how young people experience the world and what they say supports them – and what makes things more difficult. Participants will hear neurodivergent young people's perspectives and explore simple everyday adjustments that promote inclusion, dignity and authentic voice. The session emphasises practical, strengths-based approaches that honour each young person's uniqueness and help professionals respond with greater understanding and confidence.

[Click here to join the meeting](#)

11.00 – 12.00

Beyond Limits Alumni Scheme

Presenter

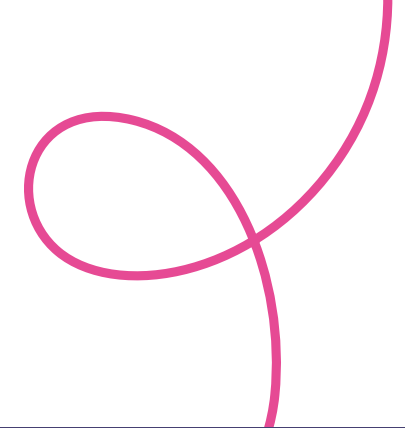
Maria Borrego and James Waterson, Children's Services.

In December 2025, the Beyond Limits Alumni Scheme was launched by Norfolk Virtual School and they are proud to say that it is the only alumni scheme for care experienced children and young people in the UK.

This session will outline why and how the alumni scheme was established. Alumni mentors will explain why they have chosen to participate and the benefits that they have gained from being part of the scheme.

There will be a chance to find out what support has been offered to young people who have reached out for help. Those attending can also ask questions to find out more about the scheme and its mentors.

[Click here to join the meeting](#)



12.30 – 13.30

Putting the I in Individual for young people with SEND

Presenters

Henry Fatcher and Lauren Scott, Children’s Services

In this session, Henry and Lauren from the Participation Team (SEND) will share how they support young people with SEND to express themselves as individuals. Through the session they will provide a background of the work they do when working with young people in schools and community groups across Norfolk, sharing skills and ideas about how to engage with and support young people to voice their opinions with confidence and pride. Henry and Lauren will focus on the theme “Individual”, including examples from young people communicating their individuality through creative expression. A showcase of artwork created by young people expressing what it means to them to be an individual will also feature.

[Click here to join the meeting](#)

14.00 – 15.00

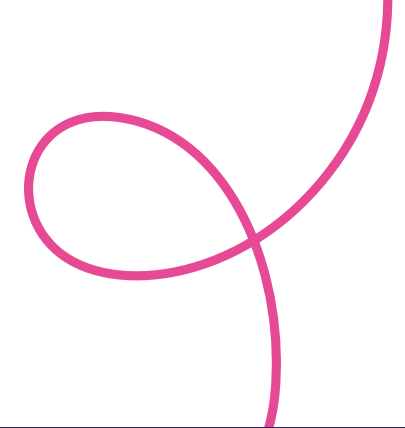
Beyond boxes: Rethinking gender through a neurodiverse lens

Presenter

Sue Ackerley, Children’s Services.

This session explores the intersection between neurodiversity and gender identity, offering a thoughtful, balanced overview grounded in current Department for Education (DfE) guidance. Participants will develop a clearer understanding of key concepts, including neurodiversity, gender identity, and the role of social expectations, while considering how these may interact in the experiences of some children and young people.

[Click here to join the meeting](#)



15.30 – 16.30

Young carers, Identity and Individuality

Presenters

Alice Stevenson, Benjamin Foundation, Mia & Dylan, Young Carers.

A conversation with two Young Adult Carers discussing how their identity is linked to being carers. We will explore the different attitudes around who the cared for member of the family is and the different conditions leading to care being needed. As Young Carers grow older and navigate the move from adolescence to adulthood we will discuss the changes to their caring roles and how this can have an influence on their sense of identity.

[Click here to join the meeting](#)

17.00 – 18.00

Finding my voice: exploring young people's individual journeys through creativity

Presenters

Norfolk and Suffolk Music Hub

This fully youth-led session brings together young people and alumni from Norfolk & Suffolk Music Hub to share their personal creative journeys - how music has supported their wellbeing, expanded their skills, opened pathways into future careers and helped them grow as confident individuals. Through performance, reflection and conversation, they will explore what it means to flourish, to recognise their own uniqueness and to use creativity as a catalyst for identity, resilience and ambition. The session showcases how the Music Hub's opportunities empower young people in Norfolk to thrive both artistically and personally.

[Click here to join the meeting](#)

Tuesday.

19 May 2026

9.30 – 10.30

Victim Blaming and Exploitation: Impact on Individuals

Presenter

Maria Novakova and Sara Plastow, Magdalene Group.

In this session, we will delve into the ways in which language used by adults or peers can reinforce feelings of shame and guilt in children who have experienced sexual exploitation. The session will examine how the language adopted by professionals can shape their perspectives and influence the manner in which they approach individual cases involving children and young people. Attention will be paid to how specific language choices may contribute to victim-blaming, and the subsequent negative impact this can have on a child's self-esteem and overall well-being. Time will be spent looking at methods to improve communication, including from a young person's perspective to avoid victim blaming language in all aspects of working with children and young people.

[**Click here to join the meeting**](#)

11.00 – 12.00

YAB Survey Results 2026

Presenter

Paul Webb, Children's Services.

In 2026 the 7 Youth Advisory Boards (YABs) completed a survey across Norfolk with young people aged 11-18. Over 15,000 young people completed the survey and gave their insight into issues such as improving education and the local community where they live.

In this session we will unpick the survey results, giving a Norfolk wide perspective as well a district-by-district breakdown. We will also touch upon what each YAB intends to do in addressing these issues in their annual action plan.

[**Click here to join the meeting**](#)

12.30 – 13.30

Beyond the system

Presenter

Members of Norfolk in Care Council and Karla George, Children's Services.

Join this session to hear about an exciting new podcast mini-series, Beyond the System, co-created with young people with care experience in Norfolk. We'll be tuning in to the episode focused on Belonging and Diversity.

We'll also be joined by some of the young people who took part in this innovative project. They'll share more about the journey, the impact it has had, and what you can do to ensure young people have every opportunity to connect, grow, and celebrate their individuality.

[Click here to join the meeting](#)

14.00 – 15.00

Self-esteem through a trauma lens

Presenter

Laura Hughes and Zoe Harding, Children's Services.

An introductory session on self-esteem where we will explore what it is, how it develops and how trauma and adverse experiences impacts it. We will also look at trauma-informed practices and simple ways to support children and young people's self-esteem, as well as our own within our work.

[Click here to join the meeting](#)

15.30 – 16.30

Uniquely Me: Supporting Muslim Children’s Identity During Ramadan & Eid

Presenter

Alice Ndiaye, Children’s Services.

This session supports practitioners across the service and our partners to strengthen how they work with Muslim children, young people, and their families during Ramadan and Eid. Participants will deepen their understanding of what Ramadan and Eid mean to Muslim communities, reflect on the challenges and discrimination that children may face, and identify practical ways to create environments where Muslim identities can flourish across Norfolk. The session will be coproduced with Muslim communities from across Norfolk and will feature contributions from local schools who will share examples of how they have made their settings more inclusive during Ramadan and Eid.

The aims of the session are to:

- Celebrate the meaning, diversity, and cultural richness of Ramadan and Eid for Muslim children, young people, and their families.
- Acknowledge the challenges, pressures, and experiences of discrimination that can affect wellbeing and belonging.
- Strengthen practice by identifying meaningful changes that help Muslim children feel respected as individuals and confident in their identity.

[**Click here to join the meeting**](#)

Wednesday.

20 May 2026

9.30 – 10.30

Building AntiRacist Practice Through Identity Awareness

Presenter

Abraham Eshetu and Zelah Riley, Children's Services.

Building Anti-Racist Practice Through Identity Awareness is an approach that recognises that people's lived experiences—especially their experiences of racism—are shaped by multiple, intersecting aspects of identity. By understanding how race interacts with factors such as culture, gender, class, disability, and belonging, practitioners can offer more equitable, responsive and culturally-safe support. This approach moves beyond generic “equality” statements, instead focusing on how personal and organisational behaviours, assumptions, and systems can reinforce or disrupt racial inequity. Through reflective practice, courageous conversations, and active allyship, identity-aware anti-racist work strengthens relationships, improves outcomes, and embeds a proactive commitment to fairness and inclusion in everyday practice.

[Click here to join the meeting](#)



11.00 – 12.00

Transitions Service – bridging the ‘cliff edge’ and Safeguarding Vulnerable Young People entering Adulthood

Presenter

Grace Richardson, Future Projects, Dr Katherine Allen, Dr Laura Stevens and Dr Linda Cooper, University of Suffolk.

Becoming an adult is a process, not a single event. However, at 18 years old many young people face an abrupt drop-off or reduction in services, and a change in legal status, creating a dangerous ‘cliff edge’ for vulnerable young people. Where can they go for help now? Who will support them? The Transitions Service engages young people aged 17-25 who may be at risk of involvement in serious violence, working flexibly with young people to provide holistic emotional and practical support, service navigation and advocacy.

Within this session we will outline the valuable work of the Transitions service and Future Projects, including findings from the recent evaluation conducted by the University of Suffolk on the positive impact this service is having for young people aged 17-25 and their families. Within this session, we will hold discussions on case studies regarding vulnerable young people transitioning into adulthood, considering what services are available to them, and how we can safeguard them. Before, finally looking to the future, as the Transitions service grows and progresses as an example of flourishing practice.

[Click here to join the meeting](#)

12.30 – 13.30

Teen Agency

Presenter

Mel Perry, Children's Services

Teen Agency events have been developed by the Family Hub Community & Partnership team in collaboration with young people to bring information from reputable partners and services directly to young people in an environment familiar to them. The aim being to help them make decisions and know what support and guidance is available to them and their families in our community. These sessions are currently run in schools and are often run as part of the schools 'drop down' days. Last year we ran three successful events at High Schools in North Norfolk with over 600 young people attending events. This session will talk you through how Teen Agency evolved, what our partners are saying about the events and most importantly what our young people are saying they get from attending these events.

[Click here to join the meeting](#)



Practice Week Conference – Identity beyond the crowd

This conference brings together two powerful voices who use their lived experiences to drive awareness, creativity and social change. Through personal storytelling, professional insight and creative expression, the session explores neurodiversity, care experience and the role of narrative in shaping more inclusive communities, respecting everyone’s unique identity and individuality. Together, their contributions provide a rich exploration of neurodiversity, care experience and the transformative power of sharing lived experience.

Alex Manners - “My Life Living with Asperger’s”



Alex, 29, is an Autism and Neurodiversity speaker, Asperger’s champion, presenter and author. Drawing on his lived experience, Alex presents motivational and educational talks about what it’s like to live, work and be in school with Asperger’s and Autism. He has spoken to a wide range of organisations across the UK, including companies, law firms, schools and

universities such as Coca Cola, Lloyds Banking Group and Linklaters. Alex is the author of “That’s Not Right! My Life Living with Asperger’s” and has appeared on Series 10 and 11 of Channel 4’s The Undateables. Outside of his advocacy work, he is a passionate football fan, watching matches at all 92 English Football League clubs.

www.thealexmanners.com

King Simpson



A care-experienced storyliner and creative director, King blends a love of creative writing and narrative with a strong commitment to social values and social work. He has several years’ experience writing short stories and collaborating with charities and local authorities, using storytelling as a tool for advocacy and change. After shadowing Sticker Studios, co-founded by Luke Brookner, King

has developed his craft across both creative and social spaces. With an ambition to become a world-class writer and director, he is dedicated to creating impactful stories that resonate both artistically and builds trauma-informed awareness to society.

[Learn more about King Simpson](#) and details about his next project.

[Click here to book your place through Eventbrite](#)

Thursday.

21 May 2026

9.30 – 10.30

Respecting and empowering individual identity in GRT children and young people

Presenter

Hilary Heath and Rachel Yates, Children's Services.

This one hour session explores how practitioners can recognise, respect and nurture the individuality of Gypsy, Roma and Traveller (GRT) children and young people within educational settings. It introduces key aspects of GRT cultural identity, highlights the diversity that exists within GRT communities, and outlines ways to adapt practice to strengthen pupils' sense of belonging and promote a respectful understanding of GRT identities across the school community.

During the session there will be the opportunity to reflect on how to create learning environments where every GRT child and young person feels safe, valued as an individual, and confident in sharing their heritage and ethnicity—enabling them to feel understood, respected and have a sense of belonging in school.

[Click here to join the meeting](#)

11.00 – 12.00

Valuing uniqueness: Supporting LGBTQ+ identities in children and young people

Presenter

Fiona Hammond Liew-Bedford, LGBTQ+ Project.

This presentation explores the importance of valuing uniqueness in children and young people, with a focus on supporting LGBTQ+ identities. It highlights how recognising and respecting each individual's identity helps build confidence, promotes wellbeing, and creates a sense of belonging. It also examines the role of adults in creating inclusive environments where diversity is celebrated and every young person feels accepted.

[Click here to join the meeting](#)

12.30 – 13.30

Communication tools with children with SEND

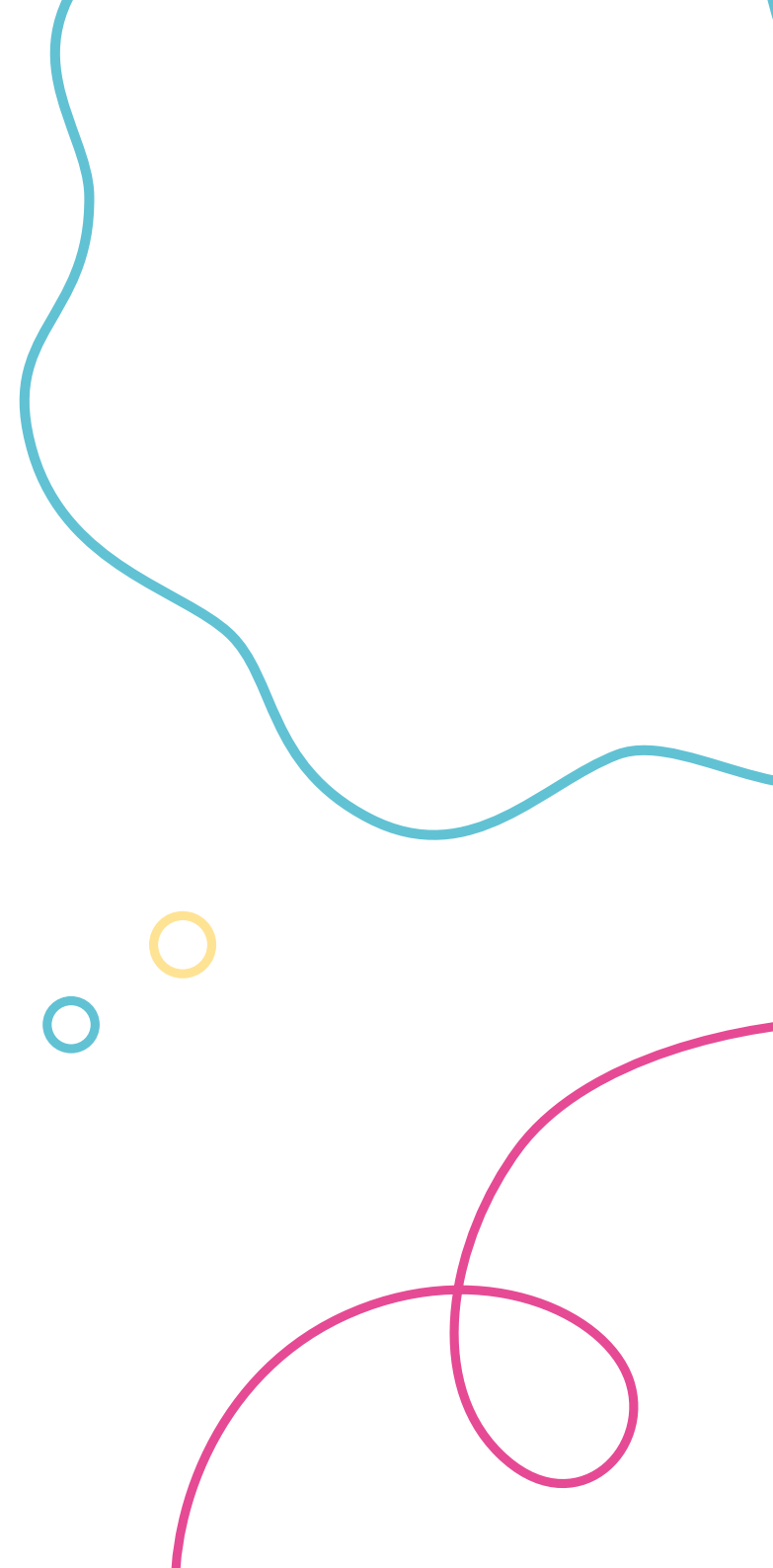
Presenter

Lynn Carter, Lorna Marshall and Nicola McKinnon,
Children's Services.

Join us for an introduction to a range of communication tools designed to support children and young people who may find verbal communication difficulties, through visual resources, creative techniques, sensory items and play-based approaches. We will focus on the importance of relationship-based practice, emphasising the therapeutic use of self—through tone, pace, posture, warmth, and attunement—to create safe and nurturing spaces where children feel heard and understood.

We will include real practice examples and case studies demonstrating how communication tools were selected based on individual needs and participants will be signposted to additional training opportunities, recommended resources, and specialist tools to further support and enhance their direct work practice.

[Click here to join the meeting](#)



14.00 – 15.00

From Conflicts to Connection: How can PolEd support Identity, Respect and Community Cohesion amongst our children and young people

Presenter

Colin Dutton, Norfolk Constabulary and Alice Ndiaye, Children's Services.

This session follows the story of two young people whose friendship breaks down as they move through adolescence — and how PolEd, with a full PSHE, RSE and Citizenship programme equips them with the skills to rebuild trust, navigate difference and communicate with confidence. Through this narrative journey, professionals will explore how PolEd supports children and young people to understand their own identity, value others' uniqueness and develop the respectful dialogue essential for healthy relationships and cohesive communities. We will:

- Explore how identity, belonging and emotional literacy develop over time
- Understand how PolEd can help encourage honest discussions and reflections to build the skills needed for respectful disagreement and relationship repair
- Recognise the role of PSHE in strengthening community cohesion and connection.

[Click here to join the meeting](#)

15.30 – 16.30

Identity in Motion – We Move

Presenter

Sufia Sadullah, Children Services, Andy Goff, Millie Drew and young people from Solace.

A creative, exploration of what movement means to young people and the many ways movement shapes their identities—physically, emotionally, and culturally.

Staying active is central to a lot of our young people – whether it be a sprint across a football pitch, a quiet walk to clear the mind, dancing, a run along the beach, or simply the freedom to explore a new place.

[Click here to join the meeting](#)

17.00 – 18.00

Norfolk Steps: Supporting the individual learner

Presenters

Vicki Marley, Richard Allwright, and Lianne Bradford, Children's Services

Join the Norfolk Steps team as we explore how to meet the individual needs of our learners in school.

This session will offer colleagues a valuable opportunity to reflect on how we make effective reasonable adjustments for children and young people with additional needs, and how well considered, differentiated approaches can foster confidence, connection, and self-esteem.

Together, we will:

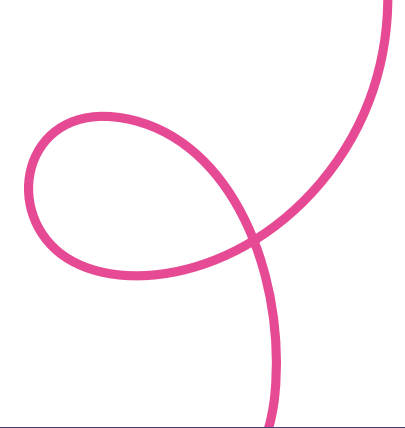
- Consider what effective adjustments look like in everyday practice
- Explore practical examples of differentiated measures that support engagement and success
- Reflect on the legal and moral responsibilities we hold as educators
- Discuss how we can ensure all children and young people are given the opportunity to flourish in school.

This will be a supportive, reflective space to share ideas, strengthen practice, and build confidence in meeting diverse needs.

[Click here to join the meeting](#)

Friday.

22 May 2026



9.30 – 10.30

Norfolk Child and Adolescent to Parent Violence and Abuse: Respect young people’s programme

Presenter

Amanda Murr, Office of the Police and Crime Commissioner for Norfolk.

This presentation will describe the Respect Young People’s programme delivered by Norfolk partners, which supports young people displaying harmful, abusive, or violent behaviour within the family home. The programme aims to help young people develop healthier relationships and reduce conflict, while also supporting parents and carers.

This approach treats the young person as an individual with unique experiences, not as “the problem.” It focuses on understanding the drivers of behaviour through specialist assessments and ensures the young person feels heard, understood, and valued as part of the process.

The session outlines the model, the types of support offered, and how the programme works with families and partner agencies.

[Click here to join the meeting](#)

11.00 – 12.00

“I’ve Made Friends with My Autism” - Learning how to understand the self and others and belonging to a community; insights into the impact of autism specific skills and knowledge curriculum (ASSK)

Presenter

Rachel Quick and Imogen Sanchez-Harvey, The Wherry School.

This session will consider how the creation of an extensive and effective curriculum, which specifically supports the areas of developmental difference that Autistic pupils may present with and often are under-supported in their learning journey prior to joining the school, guides pupils to understand and celebrate themselves, their physical and cognitive development journey so far.

The talk considers how the curriculum from Year 1 to Year 9, promotes understanding of the self, and others and allows pupils who find schools and community a struggle, friendship and group dynamics are challenging, skills and the metacognition to allow for meaningful agency, anxiety reduction and to feel that they belong.

[Click here to join the meeting](#)

12.30 – 13.30

Relationships that matter: Young people's and young adults' perspectives on identity development and the role of foster care in England, Portugal, and Spain

Presenter

Vânia S. Pinto, University of East Anglia.

At a time when the foster care system in England is a focus of concern, especially around recruitment of foster carers, the provision of stability for young people in adolescence, the promotion of lifelong links, and support for transitions from care, it is important to reflect on what can be learned from international comparisons. This presentation reports findings from a recently concluded qualitative study at the University of East Anglia, which found that across England, Portugal, and Spain, young people and young adults with foster care experience emphasised the central role of a sense of belonging in their identity development. On the other hand, emerging differences shed light on how foster care systems shape the types of support available to young people and young adults, and how this, in turn, influence's identity development.

[Click here to join the meeting](#)

Additional resources.

Training Opportunities Offered by the NSCP Relating to Topics Covered During Practice Week:

[Adultification Bias in Safeguarding Practice](#) – two and a half hours online

[Gypsy Roma Traveller \(GRT\) Cultural Awareness](#) – two hours online

[Trauma Informed Practice](#) – one day in person

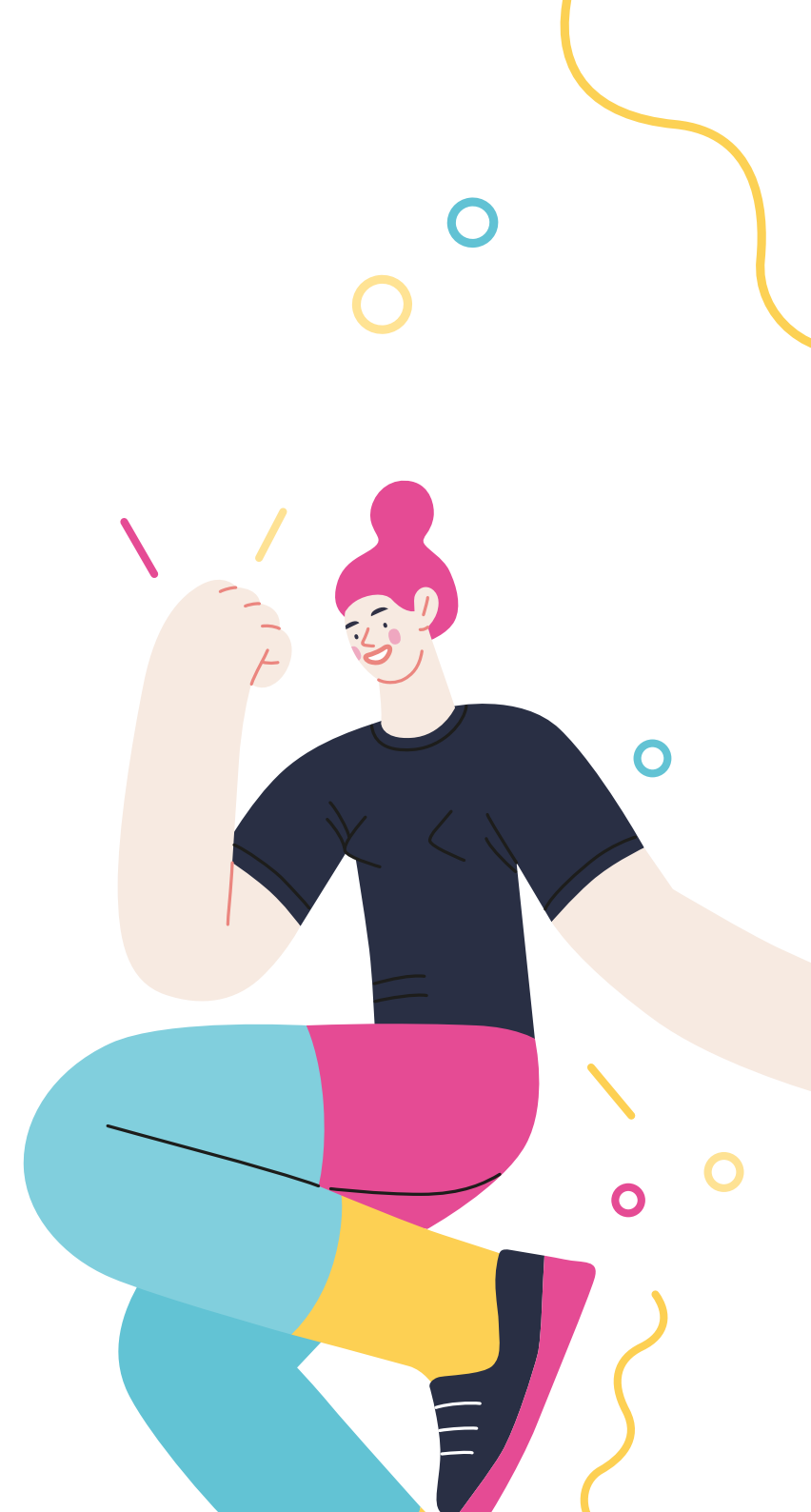
[Trauma informed practice](#) – two and a half days online

[Safeguarding Children with Disabilities](#) – one day in person

[Supporting children and young people's emotional wellbeing](#) – one day in person

[Supporting children and young people's emotional wellbeing](#) – two half days online

[Unique and wonderful: Our hair, our skin, our identity](#) – two hours online



About the presenters.

Sue Ackerley

Sue is a Senior Educational Psychologist with Educational Psychology and Specialist Support (EPSS), part of the Inclusion and Belonging Service with Norfolk County Council Children's Services. Before joining the EPSS, she worked as a specialist teacher in Suffolk, working to support autistic students in their mainstream schools. Her interest in autism and neurodivergence has continued into her present EPSS role where she is leading on the specialist support being delivered to the Specialist Resource Bases (SRBs) across the county.

Email: susan.ackerley@norfolk.gov.uk

Dr Katherine Allen

A Senior Research Fellow in the Institute for Social Justice and Crime at the University of Suffolk. Katherine has cross-disciplinary research experience in social policy, philosophy and literature, with strong research interests in sexual/gender-based violence, gender inequality and the evolution of movements and organisations designed to address these. She has developing expertise in co-produced, trauma-informed and creative research methods.

Email: K.Allen3@UOS.AC.UK

Maria Borrego

Maria is the Transition and Aspirations Adviser for Norfolk Virtual School. Working alongside James Waterson (Project Management Apprentice) and Clare Cloves (Post 16 Strategic Lead), they developed the Beyond Limits Alumni Scheme. Maria is a Careers Adviser with 40 years' experience of working in schools, colleges, university careers and widening participation services.

Email: maria.borrego@norfolk.gov.uk

Lynn Carter

Practice Manager within the Children with Disabilities (CWD) Team, Lynn has worked for Children's Services for 20 years and has been in the CWD for 7 years initially as a Senior social worker and now as Practice Manager. A core element of Lynn's role is to develop workshops and drop ins to support Family Help and other teams with their understanding of working with Children with disabilities.

Email: lynn.carter@norfolk.gov.uk

Dr Linda Cooper

An Associate Professor and Deputy Director of the Institute for Social Justice and Crime, Linda is an established researcher and educator with a portfolio of impact-driven, transformational research. Her areas of research interests include wellbeing and education, with a national and international portfolio of work incorporating charitable, educational, and uniformed organisation stakeholders.

Email: l.cooper7@uos.ac.uk

Colin Dutton

Children and Young Peoples Development Manager at Norfolk Constabulary. Colin has worked for Norfolk Constabulary for 4 years, initially as the Cadet Programme Manager, and is now overseeing the portfolio of Children and Young People, including the Pol-Ed, Youth Justice Service, and wider Youth Engagement. He previously spent 7 years at MAP holding various roles within the Youth Work Team and was also a Consultant Facilitator at Sheila McKechnie Foundation. Before that, Colin was a Year Director of Behaviour and Pastoral Care within The South Leeds Academy. He is a JNC Qualified Youth Worker and in my spare time a volunteer Youth Football Coach.

Dylan

Dylan is 18 years old and is studying Education and Childcare at college. He hopes to become a nursery teacher. He was identified as a Young Carer around the age of 12-13 but had been caring for his mum and brother for many years before then. Dylan moved out of home last year and is interested in exploring how his identity as a Young Adult Carer has taken a shift.

Henry Futcher

Henry is a Participation Officer working to hear the voice of children and young people with SEND in Norfolk. Henry has worked in Children's Services for 18 months and recently joined the Participation Team. Henry enjoys working directly with young people with SEND to understand what is important to them and improve services and provision, and ultimately their lives, based on their views and opinions.

Email: henry.futcher@norfolk.gov.uk

Fiona Hammond Liew-Bedford

CEO and Co-Founder of the LGBTQ+ Project, an organisation committed to providing early intervention and prevention support, education, and information to individuals of all age groups in Norfolk and Waveney. By fostering a culture of inclusivity and self-acceptance, they strive to reduce social isolation and create a supportive environment where every person feels seen, heard, and empowered.

Email: Fiona@lgbtqproject.org.uk

Zoe Harding

Zoe is an accredited psychological therapist and experienced clinician in the Support for Success team with a background spanning children's services, mental health, safeguarding, domestic abuse, and sexual violence. She provides therapeutic consultation and support to the wider professional network around young people. Across her career, Zoe has supported young people and families in a range of contexts, with a relational, strengths-based approach, and is particularly passionate about working with trauma and helping children and young people understand themselves, build resilience, and develop healthy self-esteem.

Email: zoe.harding@norfolk.gov.uk

Hilary Heath

Hilary is Team Manager for the Gypsy Roma Traveller Service. With a career spanning over many years working in both London and Norfolk, across a range of roles including Teacher with responsibility of Nurture Department and Assistant Head Teacher overseeing Inclusion, Hilary has developed extensive experience and expertise supporting CYP and their families from a range of ethnic backgrounds. She has worked with multi-agency partners to secure positive outcomes throughout Early Years, Statutory School Years and Post-16 provision. Hilary has worked with GRT families and communities across Norfolk for 20 years. She has led national and local strategic initiatives informed by her wealth of operational understanding to support inclusive practice, ensuring schools and settings are developing a culture and ethos of inclusion and meeting their equality duties to effectively support GRT CYP.

Email: hilary.heath@norfolk.gov.uk

Laura Hughes

A Clinician within Support for Success in Children's Services, Laura is training to be a Therapeutic Counsellor. She has worked with young people in care, and care experienced young people, for 13 years both directly within family facing roles, as well as at a systemic and service level. Laura's focused interest is in providing accessible trauma-informed therapeutic support to young people.

Email: laura.hughes@norfolk.gov.uk

Nicola MacKinnon

Designated Social Care Officer (DSCO) has worked for Children's Services in range of roles over the last 18 years from across Early Help to education advisory roles having been a secondary teacher before joining NCC. Nicola's current role as DSCO seeks to support understanding across social care teams about how to support children with SEND.

Email: nicola.mackinnon3@norfolk.gov.uk

Lorna Marshall

Interim Practice Lead, Lorna has worked for Children's Services for over 6 years. Initially, Lorna started as a Family Practitioner, then progressed into Senior Practitioner and then Family Help Team Manager. Lorna's current role as Interim Practice Lead focuses on developing practice, learning opportunities, and improving outcomes for children and families alongside teams across the county.

Email: lorna.marshall@norfolk.gov.uk

Mia

Mia is 17 years old and has been caring for her mum and siblings since she was 12 years old. As a Young Carer she has attended The Benjamin Foundation's Boom! Young Carers groups for 2.5yrs and is now part of their Young Adult Carers group. Mia is currently studying psychology, law and art at 6th form alongside her caring role. After 6th form she hopes to be able to go on to help people.

Sarah Moore

Sarah has experience in both mainstream and specialist education settings, including working within a specialist Autism team. She now serves as an Education and Family Worker in North Norfolk. She is passionate about neuro-inclusive practice, supporting children to access education, and recognising every child as an individual. Her approach always considers the holistic needs of the whole family. As an autistic-ADHD adult, Sarah brings a wealth of lived experience—both from her own journey and from supporting her children into adulthood—which enriches and informs her practice.

Email: sarah.moore5@norfolk.gov.uk

Amanda Murr

Amanda is the Assistant Director Policy & Partnerships at the Office of the Police and Crime Commissioner for Norfolk. This office manages the Respect Young People's program which works recognises that harmful or violent behaviour by young people towards parents or carers can arise from a range of complex factors, including trauma, neurodiversity, emotional or behavioural needs, or family stress. Traditional youth justice or safeguarding responses may not always address the root causes or support relational repair.

Alice Ndiaye

Supporting schools with Relationships, Sex and Health Education (RSHE) and Equality, Diversity, Inclusion and Belonging, Alice is an Inclusion Adviser and the local School of Sanctuary lead; helping to create a culture and deliver a curriculum where all children feel welcome, safe and included.

Email: alice.ndiaye@norfolk.gov.uk

Norfolk in Care Council

Members of the NiCC Change Makers participate at the highest level and are driven to initiate change. Responsible for coproducing the Ideal Worker, Changes and New Beginnings Guidance Toolkit and more, they are a dynamic group of young people with care experience who lead with insight, creativity, and courage. Their lived experience informs policy, shapes practice, and challenges systems to be more inclusive, responsive, and empowering for children and young people.

Norfolk Steps Team

Vicki Marley, Richard Allwright, and Lianne Bradford are the advisers for Norfolk Steps. Together, they bring extensive experience from SEMH and complex needs education, inspection, compliance, and social care. They provide training, guidance, and practical support to mainstream and specialist schools, as well as social care and health providers. Their work focuses on helping teams effectively support children and young people who may present behaviours that challenge or cause harm, promoting safe, inclusive, and relational approaches.

Email: Sendandinclusiontraining@norfolk.gov.uk

Maria Novakova

A Child Sexual Exploitation (CSE) Senior Practitioner at the Rose Project, part of the Magdalen Group, who work closely with schools across Norfolk to help safeguard pupils and provide specialist support for young people who may be at risk of CSE.

Email: maria@magdalengroup.org

Melanie Perry

Mel is the Partner and Community Focus Team Manager for North Norfolk and Broadland, working in Commissioning, Partnerships and Resources and is the operational manager for reducing parental conflict. Mel has worked for Children Services for 10 years and is qualified in Childhood Studies, is a former portage worker and has a wealth of experience working in the early years sector.

Email: melanie.perry@norfolk.gov.uk

Sara Plastow

Head of Operations at The Magdelene Group, who work to prevent violence against women and girls, provide trauma and gendered support for those experiencing, or at risk of, exploitation, and aid in their recovery and integration into society.

Rachel Quick

Rachel is CEO of the Wherry School Trust, whose aim is to provide the highest quality education, support and care for children and young people with autism and their families. The staff are committed to providing the best learning environment for these children and young people (from 4-19) working within four main principles, creating a Centre of Expertise, which will extend opportunities for learners at The Wherry School and enable the inclusion and re-integration of them, where appropriate, into mainstream settings.

Email: office@thewherryschool.co.uk

Grace Richardson

Grace is the Adult Services Manager at Future Projects, a Norwich based charity that exists to serve communities and individuals who are overlooked, excluded, or unable to access other services across three core stands of the charity: Radio, Education and Support. She has spent the past 12 years leading a broad portfolio of community and specialist support services for individuals and families who often fall through the gaps of mainstream provision.

Future Projects are passionate about ensuring highquality, personcentred, trauma informed support reaches underserved communities. They are recognised for their collaborative approach, innovative service design, and deep commitment to improving outcomes for people and facing complex challenges.

Email: g.richardson@futureprojects.org.uk

Zelah Riley

A development coach within Children's Services, Zelah has particular interests in neurodiversity, learning disability and anti-racism. Zelah provides one to one coaching to Children's Services practitioners including coaching outdoors in nature and delivers training related to communication. Previously Zelah advocated for Norfolk children in care, care leavers and children in child protection.

Email: zelah.riley@norfolk.gov.uk

Imogen Sanchez-Harvey

An Autism Specific Skills and Knowledge (ASSK) Lead teacher at the Wherry School, Imogen is an Academic Researcher looking at the school's curriculum offer and how individual pupils view themselves.

Email: office@thewherryschool.co.uk

Vânia Salvador-Pinto

Vania researches the role of foster carers, with a particular focus on international comparisons of foster care systems and practice. Moreover, she is a former practitioner, Clinical Psychologist. She completed an ESRC Postdoctoral Fellowship at the School of Social Work at the University of East Anglia, where she is now Lecturer and a member of the Centre for Research on Children and Families. Vânia is actively involved in several international networks, including Eurochild and AjudAjudar, and is a Research Centre Associate of the Rees Centre, University of Oxford, where she completed her PhD.

Email: v.salvador-pinto@uea.ac.uk

Lauren Scott

Lauren joined the SEND Participation Team in October 2025. She is committed to amplifying the voices of children and young people with SEND to support meaningful and positive change within the SEND system. Prior to this role, Lauren worked with adults with learning difficulties at Assist Trust and was also a freelance community artist, delivering workshops and performances for people with SEND. In her current position, she particularly enjoys leading the team's Voices Through Art sessions.

Email: lauren.scott@norfolk.gov.uk

Dr Laura Stevens

A Research Fellow at the Institute for Social Justice and Crime at the University of Suffolk, Laura holds expertise in trauma-informed and co-produced research, working with vulnerable populations including victim-survivors of sexual and gender-based violence and asylum seekers.

Email: L.Stevens@UOS.AC.UK

Alice Stevenson

Alice graduated from Oxford Brookes University in 2004 with a degree in Youth and Community Work. She joined The Benjamin Foundation in 2015 and her time there has been spent working for and supporting Young Carers, taking up the Young Carers Development Manager role in 2019. Over the last few years, in addition to leading their Boom! Young Carers groups and a team of Young Carers Education and Community Workers, Alice has developed a Young Adult Carers group for 16-21 year olds.

Email:

alice.stevenson@benjaminfoundation.co.uk

James Waterson

James is the Lead Alumni Mentor in the Beyond Limits scheme, working with Maria Borrego and Clare Cloves. He recently graduated and is further developing his skills by undertaking an apprenticeship in project management, alongside his role as mentor. James was made aware of this scheme through his PA and was inspired by what the role was aiming to achieve; upon a successful interview he has been the point of contact for anyone interested in engaging with Beyond Limits.

Email: jamie.waterson@norfolk.gov.uk

Paul Webb

Paul is Strategic Lead for Youth and Participation at Children's Services. Paul is qualified youth worker and has 20 years of experience in youth work practice, management and leadership, particularly playing a key strategic role in the progression and development of Norfolk's Youth Advisory Boards (YABs). Paul is responsible for leading and coordinating Children's Services internal Participation Strategy, as well our partnership approach to developing a sector wide Youth Strategy with partner organisations in the youth work sector.

Email: paul.webb@norfolk.gov.uk

Rachel Yates

Rachel, Specialist Gypsy, Roma and Traveller (GRT) Practitioner, has a wide range of experience and has been supporting GRT children and young people across all key phases in school since 2011. Her work covers many areas, including supporting individual GRT children and young people who have missed significant periods of school to help narrow their attainment gap, and support with transition for those pupils who may arrive mid-term or join school later than their peers, with a particular focus on pupils transferring from Year 6 to secondary school. In addition, Rachel is a DESTY Mentor offering evidencebased strategies to help some of the GRT children she supports develop their self-confidence, social skills and emotional resilience.

Email: rachel.yates@norfolk.gov.uk

Thank you.

Norfolk Multi-Agency Practice Week continues to grow and develop all thanks to those presenting and behind the scenes. A special thanks goes to the newly created Young People's Steering Group who individually have contributed so much in their own unique way to make this Practice Week and the daily emails coming out to you so interesting and informative. We hope learning from the events will ensure all children and young people of Norfolk feel respected and confident in their own and others' uniqueness.



