**Norwich LSCG – 7.5.25**

**Attendees:**

* Josie Wells, NCC CS - Chair
* Angie Chusonis
* Annalisa Puricelli, Borderforce
* Caroline Hill
* Tina Chuma, NNUHFT
* Louise Cowell, Probation Service
* Karen Horsted-Sayer, NSFT
* Kath Griffiths
* Kirsty Pitcher, Benjamin Foundation
* Amaryllis Macy,
* Mandy Marriott-Sims, NCC Community and Partnerships
* Mark Osborn,
* Gemma Page,
* Sarah Healy
* Dean Thomas

**Apologies:**

* Michelle Dunsire

**Presentation from The Benjamin Foundation**



**Discussion notes:**

**Have mistakes been made in your organisation?**

* Some of our systems, polices and procedures are designed to over-focus on risk e.g. reporting procedures where risks are logged. We don’t learn from what works well as there is a lack of energy in this space.

**How can you help to re-frame (not erase) that?**

* Absolute No! Where do I want my bells and whistles version of me to be? We refuse to energise negativity – intensity.
* Enables change and helps with positivity.
* Focus on the environment, context, workloads and wider variables, not just the person. This helps the ‘safe space’ culture for reporting.
* Encourage a self-sufficiency and independence to navigate and manage risk. Providing energy to the reflection and learning to keep building on this.

**How does your organisation learn from the past?**

* Important to think abut how we learn and disseminate the learning organisation wide, inc. Section 11
* Pay attention not the risk, not over-focus on it
* Ask what’s going well, to secure strengths-based based learning

**What do you unintentionally energise?**

* Risk can be a challenging space to not energise, especially in some areas of work e.g. analogy of being predisposed to watch for a tree falling on us.
* What we need to do is hear beyond the drama to understand what is driving it and respond to that
* We can lower our levels of energy as needed to prevent fuelling the fire (de-escalation)
* Greater tendency to energise the risks/ things to be fixed

**Is it boring/ are you boring when things are going right?**

* Safe to bring issues… come from team members, not managers

**How can you avoid making a drama out of a crisis?**

* Think carefully to reframe when working with families to refocus energy and perspectives. Recognise this is more time consuming than agreeing and enabling.
* Consider language and the impact of this
* Importance or role-modelling calmness and containment

**What personal qualities does it take for a professional to provide competent, effective safeguarding for CYP?**

* Measured
* Resilience
* Patient
* Show humility and empathy
* Authenticity
* Positioning yourself to work well
* Giving evidence of personal qualities – we find what we look for… what do we need to look for in ourselves and celebrate as well as others.

**How do you celebrate the greatness of others?**

* Doing this can create a ripple benefit as the positivity gains energy
* Supporting the ‘what’s working well with families’ in schools e.g. attendance and bringing one child in, even when others are poorly, or arriving late but recognising their attendance and not the lateness etc.

Policies are differentiated by children and families.

**What strategies do you use to reset yourself?**

**What does your organisation do to reset?**

* Containment
* Recognising conflicts within relationships where a child has been harmed and relationships have been formed with the person that has caused the harm

**AOB:**

LSCG final report compiled and ready to be shared.

N&N going through a major re-structure and the 3 hospitals in the county merge.

**Actions:**

Mark to contact Kirsty about how we share Section 11 with trustees in a more bespoke way.

Next meeting – 8/7. Cake will be served!