



# Norfolk Multi-agency Practice Week

Monday 18 to Friday 22 November 2024

**Opportunity: Fostering the  
power to Flourish**



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# Introduction.



Welcome to our November 2024 Practice Week which I'm delighted to see is all about 'Opportunities' and giving our young people the best opportunities to [Flourish](#). Whatever our professional and personal background, we come together during practice weeks to learn from the great work happening across Norfolk, to ensure the voices of children are heard, respected and acted upon, and to ensure we are embracing and being

inclusive when it comes to the diverse needs of our children, families and communities. So, while all our Practice Weeks provide great, free opportunities for us to develop our practice, by celebrating and focusing on some of the best 'opportunities' in Norfolk, we collectively create even more momentum to build on our successes, find new solutions to challenges, deepen our relationships with each other and create even more possibilities for a bright future for Norfolk children!

For anyone who's new to Norfolk Practice Weeks, welcome - you're in for a real treat! There's something for everyone and all you need to do is put the time aside in your diary for the session you want to attend and click on the link in the brochure to join. The sessions are open to all, including parents, carers, and young people as well as the multiagency network of professionals who support them.

The only thing you will need to book is the [conference on Wednesday afternoon](#), and I would urge you to do so without delay to secure your place as we have a really exciting and inspiring speaker for you; 'Action

Jackson'! Jackson is the UK Ambassador for Happiness as well as an award-winning motivational speaker. He will be talking to us about the practical things we can all do to help young people overcome challenges and grab opportunities with both hands. We'll be taking that inspiration and thinking about how every one of us can apply it to our ambitions for Norfolk children. We'll also be hearing about some of the local plans and enterprises that are creating opportunities for Norfolk children to Flourish.

Sessions through the week are being delivered from across the partnership with some brilliant opportunities to hear directly from young people, parents and carers and I'd like to say a huge thank you to all our presenters and co-producers of this practice week.

Please do share this brochure far and wide so as many people as possible can capitalise on the great opportunities in this practice week!

## Sara Tough OBE

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

**For any queries, please contact [CSStaffDevelopment@norfolk.gov.uk](mailto:CSStaffDevelopment@norfolk.gov.uk)**

# At a glance timetable of the week.

Day	9.30am - 10.30am	11am - 12noon	12.30pm - 1.30pm	2pm - 3pm	3.30pm - 4.30pm	4.30pm onwards
<b>Monday 18 Nov</b>	<b>Young leaders creating big opportunities</b> Michelle Bibby, Helen Haynes and Rob McKenzie	<b>The kids are alright</b> Mark Osborn	<b>Creating opportunities with change conversations</b> Freya Pedley and Zelah Riley	<b>Children getting caught in the middle</b> Roxanne McDowell and Melanie Perry	<b>Mental health and wellbeing: An opportunity to learn</b> Vicki Saul and Holly Dowsing	<b>The Flourish Awards 2024 4:30-5:30pm</b> Polly Kane and Paul Webb
<b>Tuesday 19 Nov</b>	<b>Safeguarding young volunteers and enabling them to flourish</b> Gemma Hampton and Clare Lincoln	<b>Kick the dust</b> Christine Marsden	<b>Share and connect: a SEND perspective</b> Tracey Sismey, Rachel Clarke, Emma Joslin and Claire Jones	<b>Opportunities for working with and supporting young carers</b> Philip Beck and Young carer and families service	<b>Empowering families</b> Tom Rhodes	
<b>Wednesday 20 Nov</b>	<b>Creating equal opportunities for all children and preventing them from entering the criminal justice system</b> Patrycja Salbut-Jezior and Jamila Thompson	<b>Supporting young people not in education, employment or training'</b> Jane Hope, Eve Kiddy and Michelle McDonald	<b>Creating opportunities for multiagency collaboration through the Family Hubs approach</b> Emma Broom and Teresa Frost	<b>Discover your ability with Able2B</b> Rachael Hutchinson	<b>'Opportunity in Action' Practice Week Conference</b> 3 – 5.30pm	
<b>Thursday 21 Nov</b>	<b>Impact of substance misuse on children and young people</b> Sarah Healy and Luke Adcock	<b>A Norfolk Literacy Pathway for all</b> Hester Howells and Carrie Miller	<b>Exploring the impact of inequalities on children and young people's opportunities</b> Anne-Louise Schofield and Laura Partridge	<b>Shaping tomorrow: The impact of early years on future generations</b> Rebecca Elliott, Gemma Lane and Julia Jacka	<b>Peer support works: Making connections in motherhood</b> Charie Chandler and Kelly Moulds	<b>Why is it so hard to make progress in the real world? 5-6pm</b> Young people from the SEND Youth Forum
<b>Friday 22 Nov</b>	<b>Supported employment opportunities for care experienced young people</b> Clare Cloves and Jamie Robson	<b>Safeguarding learning and development opportunities</b> Sharon Moore & Gemma Hampton	<b>Norfolk Fostering Service and Foster East</b> Amy Sibun, Lynsey Pinnington and Paul Farmer	<b>Opportunities to promote Neuro inclusivity</b> Greg Daniels and Zelah Riley		



# Monday

## 18th November

### Young leaders creating big opportunities

Time: 9.30am to 10.30am

Presenter: Michelle Bibby, Helen Haynes and Rob McKenzie

We are starting this Practice Week by hearing from three agencies - MAP, Prospects and Momentum - involved with providing the support and opening opportunities in the areas young people care about, enabling them to flourish.

Join us to learn about the extraordinary work of young people from the Youth Advisory Boards, tackling topics such as mental health and bullying, as well as the bespoke support programmes on offer to 10 to 18-year-olds as they navigate the challenges of life. You can find out about the diverse range of youth clubs available and organisations working with children and young people through the Voluntary, Community and Social Enterprise Youth Sector. This is definitely not to be missed.

[Click here to join the meeting](#)

### The kids are alright

Time: 11am to 12pm

Presenter: Mark Osborn

This session will look at recent evidence and research about the involvement of fathers and the impact they have on outcomes and life chances for children, from birth through to adolescence.

We will hear from local fathers about their experience of services and how this impacts on them and their parenting. We will consider the implications for our practice and how we create greater opportunity for children and young people through our interactions with fathers and the whole family network.

[Click here to join the meeting](#)

### Useful links:

[NSCP Good Practice Guide - Keeping fathers in sight](#)

[Fatherhood Institute Research Review Fathers' involvement and children's educational attainment](#)

### Creating opportunities with change conversations

Time: 12.30pm to 1.30pm

Presenter: Freya Pedley and Zelah Riley

Facilitated by Development Coaches Freya and Zelah, this session will explore two change theories which can support us to identify when someone is ready to make change. We will use examples to

show the importance of motivation and mindset, and how these can help empower people to make the changes they need and sustain them. These ideas are presented in relation to the NSCP priority of neglect and can be used in any situation where change conversations can happen.

[Click here to join the meeting](#)

### Children getting caught in the middle

Time: 2pm to 3pm

Presenter: Roxanne McDowell and Melanie Perry

We will be discussing the devastating impact parental conflict can have on children and young people. Some research has shown parental conflict can significantly harm children and young people's emotional and mental wellbeing, negatively affecting their expected educational stages, long lasting impact into their adult years, and influences how they manage conflict in their future relationships.

We will talk through what opportunities are available for children and young people to seek support and help, if they are getting caught in the middle of their parents' conflict. We have developed a huge range of resources, which gives the opportunity for children and young people to understand they are not to blame for their parents' conflict, and where they can seek help and support.

[Click here to join the meeting](#)

## **Mental health and wellbeing: An opportunity to learn**

Time: 3.30pm to 4.30pm

Presenter: Holly Dowsing and Isobel Dack

The TALK Centre is an online hub for professionals and volunteers in Norfolk & Waveney who work with children and young people. With a focus on mental health and emotional wellbeing, TALK provides free training, signposting and resources. In this session, you will hear more about the free support that the TALK Centre can offer you, as well as how you might be able to collaborate with TALK to promote your own training and/or resources. We will take a brief look at the themes mentioned in our Mental Health Champion training, including how to talk to children about their mental health and simple strategies that you can use in your practice.

[Click here to join the meeting](#)

### **Useful links:**

[talkcentre.org](http://talkcentre.org)

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## **The Flourish Awards 2024**

Time: 4.30pm to 5.30pm

Presenter: Polly Kane and Paul Webb

The Flourish Awards are an annual event where we acknowledge the organisations, teams, projects and individuals from across Norfolk making outstanding contributions towards achieving our

shared ambition that Norfolk is a place where all children and young people can flourish. In this session you can learn about the nominees and discover the winners of the eight Flourish Awards 2024 from the ceremony held in September. We will be pulling back the curtain on the event itself, meeting some of the winners, speaking to our young comperes and much more..

[Click here to join the meeting](#)



# Tuesday

## 19th November

### **Safeguarding young volunteers and enabling them to flourish**

Time: 9.30am to 10.30am  
Presenter: Gemma Hampton and  
Clare Lincoln

This session will explore how to effectively safeguard and support under 18's so that they can have a positive volunteering experience. We will identify what constitutes safer working practices for under 18's, along with discussing different measures that can be implemented to support young volunteers, providing the opportunity to flourish. We will consider what legislation and guidance applies to young volunteers and share real examples of what it is like to have a young volunteer in practice, considering both the opportunities and challenges that arise with this.

[Click here to join the meeting](#)

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### **'Kick the Dust' youth engagement programme: A game changer for Norfolk Museums Service**

Time: 11am to 12pm  
Presenter: Christine Marsden

Hear about Norfolk Museums Service's (NMS) experience around models for youth engagement and working with vulnerable young people aged 13-25 years. We will explore how NMS has developed its approach over the last 6 years which brings museum professionals and young people together in the co-design and co-delivery of heritage projects, giving young people a voice and a real opportunity to shape and influence practice at a pace to suit them.

We'll examine how 'Kick the Dust' has impacted on the lives of young people and how the range of opportunities they have undertaken has helped them to develop transferable work skills, had a positive impact on their mental health and wellbeing and given them the confidence and knowledge to be able to make positive differences to their lives.

Learn how NMS has developed its evaluation methodology to demonstrate impact for the organisation and as a reflective tool for young people to help map their journey. You will be able to explore your own practice and see how this model could be adapted to meet the needs of your own organisation.

[Click here to join the meeting](#)

### **Useful links:**

[Kick the Dust - Norfolk Museums Service](#)

### **Share and connect: a SEND perspective**

Time: 12.30pm to 1.30pm  
Presenter: Tracey Sismey, Rachel Clarke,  
Emma Joslin and Claire Jones

Join us for this session where we'll hear the perspective of two families who have young people with SEND. They will be sharing with us the barriers that they have experienced and the opportunities they have discovered to make connections, share experiences and learn from each other.

[Click here to join the meeting](#)

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### **Opportunities for working with and supporting young carers**

Time: 2pm to 3pm  
Presenter: Philip Beck and Young carer and families Service

This session is your opportunity to find out more about how you can work alongside children and young people that are young carers and access further opportunities for your own continued professional development and engagement with support services including the young carer and family service. We will be sharing examples from some of our young carers in Norfolk about how they want you to support them and access opportunities for them to be able to flourish relating to their education, health and social needs. There will be an opportunity for you to ask

questions and find out more about how you can access further advice, guidance and support for the children and young people you work with.

[Click here to join the meeting](#)

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**Empowering families: Scaling parent-led CBT for child anxiety Across Norfolk and Waveney**

Time: 3.30pm to 4.30pm

Presenter: Tom Rhodes

Join us for an insightful session on the innovative Working on Worries (WoW) project, which expands the implementation of Parent-Led CBT for child anxiety in Norfolk & Waveney. This evidence-based approach empowers parents to manage their children's anxiety, delivering significant mental health benefits. Discover how collaboration across schools, mental health teams, and families is creating new opportunities to address child anxiety.

[Click here to join the meeting](#)



# Wednesday

## 20th November

### **Creating equal opportunities for all children and preventing them from entering the criminal justice system**

Time: 9.30am to 10.30am  
Presenter: Patrycja Salbut-Jezior and Jamila Thompson

Children from specific ethnic backgrounds are more commonly involved in the youth justice system compared to their proportion in the general population. This disparity is known as “disproportionality.” This session will help you understand:

- Which groups of children are disproportionately overrepresented in the Norfolk Youth Justice System
- What is being done to reduce this disproportionality
- What you can do to help create equal opportunities for children, regardless of their background and specific characteristics.

[Click here to join the meeting](#)

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### **Supporting young people not in Education Employment or Training**

Time: 11am to 12pm  
Presenter: Michelle McDonald, Jane Hope, Eve Kiddy

Join our session to discover how the Post 16 Education, Employment and Training (EET) team works with young people and can assist professionals working with young people (16-18yrs/16-24yrs with an EHCP) who are not in education, employment, or training (NEET) or at risk of becoming NEET.

In this session, you will learn:

- How our team supports post-16 young people in accessing education and training opportunities.
- Ways our team can assist you in supporting 16-18-year-olds.
- How we can collaborate to reduce the number of NEET individuals.
- This session is useful for any professional dedicated to helping young people achieve their full potential.

[Click here to join the meeting](#)

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### **Creating opportunities for multiagency collaboration through the Family Hubs approach**

Time: 12.30pm to 1.30pm  
Presenter: Teresa Frost and Emma Broom

An engaging session focused on creating opportunities for multiagency collaboration through the Family Hubs approach. This session will highlight how we can work together to reduce barriers for families and share knowledge across agencies, strengthening our collective impact. By fostering collaboration between professionals, we aim to build a cohesive support system that improves outcomes for children and families.

Attendees will leave with a deeper understanding of how shared knowledge and a unified approach can make a real difference in our communities.

[Click here to join the meeting](#)

### **Useful links:**

[Family hubs - Norfolk County Council](#)  
[Early Childhood and Family Service \(ECFS\) - Norfolk County Council](#)

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### **Discover your ability with Able2B: Changing perceptions about disability to improve independence, self-belief, and true inclusion**

Time: 2pm to 3pm  
Presenter: Rachael Hutchinson

Meet one of the cofounders of Able2B, a unique service in the UK improving outcomes for people with a disability. Rachael will take you through some of the principles developed at Able2B, why they work and how they change outcomes above and beyond those thought possible by individuals, carers and health professionals.

An informative session including practical elements they will help you whether an individual with a disability, a carer for someone with a disability or a teacher, coach or organisation working with disabled individuals. Everyone will Discover their Ability through the session and leave feeling inspired and motivated as to how they can play their part in making a difference to inclusion and improving independence for all.

[Click here to join the meeting](#)

# Conference.

## ‘Opportunity in action’ – Practice Week Conference

Time: 3pm – 5.30pm

### Helping DREAM BIG & DEFY the odds

We’re delighted to be joined by Action Jackson at this Practice Week conference to explore how we, as a collective of professionals and carers, can inspire young people to defy the odds and reach their full potential. By raising their aspirations, opening up opportunities, and being role models of resilience and possibility, we can help them overcome barriers. Together, we’ll also reflect on our own potential as a multi-agency team, supporting one another in creating environments where every young person can truly flourish and be happy!

### Unlocking Creativity: The transformative power of the arts

Alison Brain, Natalie Jode and Adam Taylor will focus on the role of creativity as a catalyst for change in the lives of young people, featuring insights from Norfolk & Suffolk Music Hub, The Garage and Creative Arts East. This session will highlight the vital role that the arts play in enabling self-expression, collaboration and personal growth. By showcasing key examples and success stories they aim to

inspire participants to actively identify and mobilise creative opportunities within their own communities to ensure that every young person has the chance to thrive. Together, we can harness the transformative power of the arts to inspire a brighter, more inclusive future.



**Action Jackson** is the UK Ambassador for happiness. An award-winning motivational speaker and author, television talk show host and a mentor to many,

Jackson combines entertainment and energy to give his audience an experience they will never forget. He has dedicated his energy and passion to getting remarkable results through cutting edge motivational techniques. He is happily married to Nancy and is a proud father to his baby girl Olivia Jackson. His philosophy is ‘Success is not by make, it’s by WORK.’

**Alison Brain**, Head of Norfolk Music Service and Music Hub lead, has worked in a music service capacity for over 20 years and plays a wide variety of musical instruments. Alison trained as an undergraduate at the University of Glasgow and as a postgraduate at the Royal Northern College of Music. During which time she was awarded the Muriel Thorne Hague Memorial Prize and the Principal’s Award for Contemporary Music. Alison also recently received NCC’s Leader’s Recognition Outstanding Contribution Award for her vision and ambition to bring joy and new opportunities to thousands of young people.

**Natalie Jode**, Executive Director at Creative Arts East; a charity committed to supporting artistically vibrant, connected, and healthy rural communities, enabling young people’s participation in the arts through numerous schemes. Natalie is passionate about co-producing ambitious and relevant cultural partnerships and programmes of work which produce positive and lasting change for individuals and communities. [Creative Arts East](#) is an Arts Council England National Portfolio Organisation with accolades from Investors in People, the Rural Business Awards and the Royal Society for Public Health.

**Adam Taylor**, CEO of [The Garage Trust](#), attended drama courses at the Garage in Norwich as a young person. Graduating from UEA with a BA(Hons) in Drama, Adam joined the Trust as Technical Manager. He later moved onto City College Norwich as Course Lead for Production Arts and achieved a Masters in Creative Producing at Royal Central School of Speech and Drama. Adam successfully supported his students to further their training or employment with a 100% progression rate. In 2012 Adam returned to The Garage as Production and Operations Manager, becoming CEO in 2015. The Garage Trust’s aims to change people’s lives through art, especially young people and those facing challenging circumstances.

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

# Thursday

## 21st November

### **Impact of substance misuse on children and young people**

Time: 9.30am to 10.30am

Presenter: Sarah Healy and Luke Adcock

Delivered by The Matthew Project YouCan Service, in this session we will explore the impact that substance misuse can have on children and young people, including those impacted by parental use.

We will present some advice and guidance where there is concern for a child or young person in relation to substance misuse. This will include a presentation about the new young people's drugs and alcohol screening tool. In addition, we will provide an overview of our services and how this links in with the wider Norfolk offer including Flourish and The Continuum of Needs Guidance.

[Click here to join the meeting](#)

### **Useful links:**

[www.matthewprojectyoungpeople.org](http://www.matthewprojectyoungpeople.org)

### **A Norfolk Literacy Pathway for all**

Time: 11am to 12pm

Presenter: Hester Howells and Carrie Miller

Literacy is essential. Without literacy, our children's opportunities in life become very limited: children and young people will struggle to access the same range of educational and social opportunities as their peers, and poor literacy limits their career aspirations and future opportunities. Low literacy levels are also very over-represented in disadvantaged communities and in the UK prison population. One in four children in England do not reach the expected level of reading by age 11.

In this session, participants will gain an understanding of the work taking place to create a Literacy for All Pathway throughout Norfolk, centered on evidence-based practice that schools can access and follow in their teaching of literacy skills. It provides an overview of how schools can develop their confidence to best and most effectively teach those with persistent literacy difficulties (sometimes the term 'dyslexia' is used) and support them in class.

[Click here to join the meeting](#)

### **Exploring the impacts of inequalities on children and young people's opportunities in Norfolk**

Time: 12.30pm to 1.30pm

Presenter: Anne-Louise Schofield, Laura Partridge and Kathy Lamacraft

We will explore what data tells us about the impact of inequalities has on children and young people's access to opportunities across Norfolk. Active travel will be used as an example within the session along with insight from children and young people. The session will aim to support staff to enhance their understanding of inequalities to opportunity and to consider what they can do in their roles in relation to this.

[Click here to join the meeting](#)

### **Shaping tomorrow: The impact of early years on future generations**

Time: 2pm to 3pm

Presenter: Rebecca Elliott, Gemma Lane and Julia Jacka

With the NHS facing unprecedented pressures in its 75-year history and rising childhood obesity rates in our county, it's crucial to highlight the significant influence early years professionals have on the future of our children and generations to come.

We will highlight our Active Futures training programme, a partnership between Norfolk County Council and Active Norfolk, and discuss how it addresses specific inequalities. We'll also explore how it empowers the Norfolk early years workforce to confidently integrate physical activity messages into their practice and the impact this has on children. We'll also explore the benefits early years educators gain from

the programme and share some key highlights. Additionally, we are eager to hear about your work in early years attributed to physical activity.

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

**Useful links:**

[www.activenorfolk.org](http://www.activenorfolk.org)

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**Peer support works: Making connections in motherhood**

Time: 3.30pm to 4.30pm

Presenter: Charlie Chandler and Kelly Moulds

This session will look into the benefits of peer support within the perinatal period and how our peer support worker developed the opportunity for mothers to come together and offer each other support. We will look at how this opportunity developed, why it was developed and the impact this had on those women who attended.

We will cover how we have embedded this into our service and linked in with local organisations within our communities to offer wider support networks when they are discharged from our service.

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

**Why is it so hard to make progress in the real world and we still get judged before people know us?**

Time: 5pm to 6pm

Presenter: Young people from the Norfolk SEND Youth Forum

Norfolk SEND Youth Forum is an opportunity for young people to share their experiences and work together to improve services for young people with Special Educational Needs and Disabilities in Norfolk. The group are aged between 11-25 years, who meet both on-line and in person throughout the year. Their work has been recognized and the group are finalists in this year's Flourish Awards!! This workshop will provide a snapshot of their lived experiences, identify some of the barriers and challenges in accessing opportunities, and offer ideas to address these.

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



# Friday

## 22nd November

### **Supported employment opportunities for care experienced young people in Norfolk**

Time: 9.30am to 10.30am

Presenter: Clare Cloves and Jamie Robson

In this session we will explore some of the barriers faced by care leavers entering the workplace. We will offer some strategies that can be used by employers to offer care leavers opportunities that will support them to flourish. We will reflect on the views of care leavers themselves and offer examples of good practice with local Norfolk employers. We will share our 'ask' of employers and explain what this would look like in practice.

[Click here to join the meeting](#)

### **Safeguarding learning and development opportunities**

Time: 11am to 12pm

Presenter: Sharon Moore & Gemma Hampton

Having opportunities to develop your knowledge and skills in safeguarding children work is important no matter what service or

organisation you are in or how long you have been in the role.

This session will cover the range of learning and skills development opportunities on offer through Norfolk Safeguarding Children Partnership and the Safer Programme. We will consider opportunities for statutory organisations and the wider children's workforce, including the voluntary sector. We will look at formal learning opportunities through training but also how the NSCP and Safer Programme support practitioners to develop valuable skills. The session will also provide you with an opportunity to hear about future practice development opportunities on the horizon.

[Click here to join the meeting](#)

### **Norfolk Fostering Service and Foster East – who we are, what we do and how to become a foster carer**

Time: 12.30pm to 1.30pm

Presenter: Amy Sibun, Lynsey Pinnington and Paul Farmer

Norfolk Fostering Service is the lead local authority for Foster East - a pilot programme looking at how 11 local authority fostering services in the East of England can work collaboratively to better recruit, train and support foster carers focused on ambitious

goals set by the Department for Education, and introduce the foster carer support network, Mockingbird. Foster East aims to firmly place councils as the best organisation with whom to foster, and to develop best practice around the recruitment and retention of our invaluable foster carers.

Councils are full of caring people who make great foster carers, with part-time, short-term foster caring opportunities available to help you get started. Improve your understanding of what it takes to become a foster carer at our session and learn more about Norfolk Fostering Service and Foster East.

[Click here to join the meeting](#)

### **Useful links:**

[www.fostereast.org.uk](http://www.fostereast.org.uk)

[www.norfolk.gov.uk/fostering](http://www.norfolk.gov.uk/fostering)

### **Opportunities to promote neuro-inclusivity**

Time: 2pm to 3pm

Presenter: Greg Daniels and Zelah Riley

A conversation expressing and promoting understanding of neurodiversity with the aim of raising awareness of how everyone can take part in and benefit from a neuroinclusive approach.

[Click here to join the meeting](#)

# About the presenters.

## **Luke Adcock**

Luke is the Service Manager for YouCan and Unity service at the Matthew Project and has 20 years of working directly with CYP in substance misuse.

## **Philip Beck**

Philip is a Head of Partnerships, Schools and Communities in Children's Services and leads on our approach to working with young carers and partners in Norfolk. Having worked with young carers, their families and wider partners for over a decade, he has come to understand both the challenges they face as well as having the opportunity with dedicated colleagues to look at how needs can be better identified, and support then offered to children and their families, collectively strengthening Norfolk's approach.

## **Michelle Bibby**

Michelle is a passionate and dedicated professional Youth Worker with 20 years' experience supporting young people to be the best version of themselves. Her current role at MAP involves facilitating, designing and delivering engaging informal learning opportunities for young people. She has a proven track record of delivering participation

and co-production projects, promoting personal goal setting, active participation, and social and educational intervention. Michelle collaborates with community groups and international organisations to facilitate high-quality coproduction projects.

## **Emma Broom**

Locality Services Manager for City and South Norfolk for Action for Children and the Early Childhood and Family Service (ECFS) bringing over 20 years of experience in early years. With a strong specialism in neglect and harm. Emma is ambitiously committed to improving outcomes for children and families through expert support and community collaboration.

## **Charlie Chandler**

Charlie Chandler has worked as a Peer Support Worker within NSFT since 2022 using her own lived experience to tell others about her own recovery story, to inspire hope, model recovery and inform service users, as well as supporting service users in finding their own path to recovery.

## **Rachel Clarke**

Rachel is the parent carer of three boys, now young men (17,19 and 21) who have complex health needs and SEND. Rachel is currently working as the Co-ordinator for Family Voice Norfolk and also a parent carer representative for the organisation.

## **Clare Cloves**

Clare has been the Virtual School Post 16 Lead for 6 years. Her background is in secondary mainstream education with 20 years spent working in London and Suffolk Schools. She has been a subject lead, head of year and assistant head (safeguarding and inclusion).

## **Isobel Dack**

Working as a TALK Trainer for the TALK Centre, Izzy has joined the training team after having completed her PGCE and Psychology degree at UEA. Izzy has a particular interest in the brain and how sleep affects mental health.

## **Greg Daniels**

Greg is passionate about Coaching and the positive impact of personal validation and the long-term benefits this brings. Greg is a Development Coach and previously worked within primary education following a long career in the insurance industry and is a trained counsellor.

## **Holly Dowsing**

Holly is the Lead TALK Trainer for the TALK Centre. Holly has been a trainer for CYP mental health for the past 5 years, previously having worked as a Primary School teacher. Holly has a particular interest in supporting Staff Wellbeing.

### **Rebecca Elliott**

A development officer in the Children and Young People team at Active Norfolk, Rebecca is passionate about delivering the value of physical activity and its impact on the young people of today and the future adults of tomorrow. Rebecca works with partners across Norfolk to develop innovative projects that emphasise the importance of movement for healthy lifestyles in children and for all.

### **Paul Farmer**

Paul is Regional Participation Coordinator for Foster East. For 20 years Paul has worked with children, young people and their families in both the voluntary and public sector in various roles. Currently Paul is driving forward the participation of young people with care experience and those who care for them to help shape the services of Foster East and approaches to fostering across the Easter Region.

### **Teresa Frost**

A Community and Partnerships Head of Service within Norfolk Children's Services, Teresa is currently the operational lead for the Family Hub and Start for Life offer Programme and Supporting Families agenda. Teresa has worked within NCC for over 20 years covering a wide range of remits including Early Years, Extended Schools, School Attendance, Guidance Advisers and Social Care and has spent the later few years within Early Help services and strategy.

### **Gemma Hampton**

In her role as Norfolk Safeguarding Children Partnership Safer Programme Co-ordinator, Gemma provide advice and support on all aspects of safeguarding children. Safer members are from the voluntary and community sector, statutory and private sector. She creates safeguarding training courses and keep these updated. Gemma also review safeguarding policies. She works in partnership with a range of organisations, to help keep children safe. Safeguarding children has always been a passion of hers, which stemmed from studying child protection during her Degree. Throughout her career, Gemma has been involved in supporting children and families: this included working in early help, family support and supervised contact. She is also a qualified Lecturer and has taught safeguarding units to both Childcare and Health and Social Care students, in both further and higher education.

### **Helen Haynes**

Helen has a background in public and academic libraries where she worked with local communities to develop and deliver a range of projects from developing information literacy skills to basic IT skills and working with all age groups to develop a lifelong love of reading and learning. Her current role with Momentum at Voluntary Norfolk involves providing infrastructure support to the huge range of VCSE organisations in Norfolk that work with young people. Part of this is running the Youth Work

Network, sharing information and signposting, facilitating training, delivering the FLOURISH Youth Awards for young people and being an advocate for youth services across Norfolk.

### **Sarah Healy**

Sarah is the Safeguarding Manager across the YouCan and Unity service at the Matthew Project. She has a background in working with vulnerable children and young people extending 20 years.

### **Jane Hope**

Jane is one of the SEND (Special Educational Needs and Disabilities) Guidance Advisers in the Post-16 EET team in Children's Services. SEND GAs offer impartial information, advice and guidance to 16 to 25 year olds who are Not in Education, Employment or Training (NEET), have an Education, Health and Care Plan (EHCP) and want to progress into education, employment or training.

Jane has over 30 years of experience supporting Norfolk young people with and without SEND, including delivering school and college-based careers advice and guidance work, working with unemployed teenagers/young adults in community settings, providing advice and guidance in specialist centres and working as a Connexions Personal Adviser for young people with learning difficulties and disabilities.

### **Dr Hester Howells**

Hester is a Senior Educational Psychologist (EPSS) in Children's Services. Hester has a particular interest in literacy and ensuring effective support for all learners with barriers to their reading development.

### **Rachael Hutchinson**

Co-founder of Able2B and originally from Norwich, Rachael is a Consultant Orthopaedic surgeon working in the Norfolk and Norwich Hospital where she treats both adults and children. But her career took her around the globe before she settled back in her hometown in 2008. She completed her medical training in Leeds and the majority of her orthopaedic training in Sheffield.

Rachael's passion is in optimising function in children, whether at elite sport level or with a disability. She feels strongly that all children should have all the opportunities to succeed and have the same experiences in life as anyone else. [Learn more about Rachael here.](#)

### **Julia Jacka**

An Early Years Intervention Officer for the Learning and Achievement Service at NCC, Julia delivers training to the early years workforce across Norfolk providing professional development in areas such as Safeguarding, Level 3 Setting SENCO, National Professional Qualification (NPQ) for leaders and managers.

### **Claire Jones**

Claire is the Local Offer Manager and has worked in Children's Services for 14 years.

Between 1997 and 2010, Claire worked for the Norfolk Careers Services and Connexions Norfolk, providing careers information, advice and guidance. Her previous roles have been varied, however in her current role Claire is responsible for the publication and promotion of the SEND Local Offer, overseeing the biennial SEND survey, contract management, supporting SEND communications and participation and the Norfolk Area SEND and Alternative Provision (AP) Strategy and action plan. Claire's role sits within the SEND Strategic Improvement and Partnerships team within Children's Services.

### **Emma Joslin**

Emma started working at NCC 4 years ago as an Apprentice and is now a SEND & AP Development Officer. She supports the delivery of the Specialist Resource Base (SRB) programme and helps to develop and promote the Local Offer website by organising events and managing communications through the SEND Local Offer social media channels.

### **Polly Kane**

Polly is the Business Lead for CYPASA, the Children and Youth People's Strategic Alliance, supporting the work of the Alliance to deliver the Flourish ambition. She has a long and varied history in local government and the voluntary

sector, working in areas including homelessness, children and young people, ex-offenders, bid writing and partnership working.

### **Eve Kiddy**

Eve is the Guidance Adviser for Care Experienced young people in Norfolk who are NEET, working alongside social workers, personal advisers, the virtual school and other internal and external professionals to complete the termly PEPs (Personal Education Plans). Eve offers careers consultation to professionals working with care experienced young people, and career guidance meetings with young people. Before joining the council, Eve completed her Level 6 in Careers Guidance whilst working at a Student Achievement Mentor in a sixth form setting. Eve is passionate about ensuring young people make informed decisions about their futures and feel empowered.

### **Kathy Lamacraft**

Kathy is a proactive Road Safety Co-ordinator at NCC, leading the Active Travel Survey intervention. Kathy works with teachers and children to better understand local challenges and offer solutions and behaviour change interventions that will help schools foster a positive road safety and active travel culture.

### **Gemma Lane**

Gemma is an Early Years Intervention Officer for the Learning and Achievement Service at NCC. She delivers training to the early years workforce across Norfolk providing professional

development in areas such as Safeguarding, Level 3 Setting SENCO, National Professional Qualification (NPQ) for leaders and managers. Gemma has recently been involved in the DfE's Education Recovery Programme as an Area Lead. Previously, she managed an early years setting, and has been a teacher with senior management responsibilities for ten years. Gemma's passionate about wellbeing and delivers Yoga and Mindfulness training with the wider team at NCC.

### **Clare Lincoln**

Clare is a highly experienced and award-winning Youth Worker with a 20-year career dedicated to supporting and empowering young people. As the founder of Sprowston Youth Engagement Project, established 12 years ago, Clare has played a pivotal role in transforming youth engagement in the community and works in close collaboration with the police, local council, and schools, ensuring that young people have the resources and opportunities to thrive. Her contributions have been recognised with several accolades, including the Community Hero award at the NOSCA's and the Broadland Community Heart Award.

### **Christine Marsden**

Christine Marsden has coordinated the Kick the Dust project with Norfolk Museums Service since October 2018 and has a wealth of knowledge in developing youth engagement activities, evaluation methodology and bringing about institutional change.

### **Michelle McDonald**

Michelle is a committed NEET Guidance Adviser (GA) within the Post-16 EET team at Children's Services. She provides impartial information, advice, and guidance to 16 to 18-year-olds who are Not in Education, Employment, or Training (NEET), helping them transition back into education, employment, or training. As part of her work, she offers career consultations to other professionals working with NEET young people. With over 20 years of experience working with teenagers, Michelle has offered career advice in school settings, served as a Connexions Personal Adviser, worked with the Youth Offending Team, and supported young people within the voluntary sector. She has a good understanding of the barriers young people face and is committed to advocating for them within post-16 settings.

### **Roxanne McDowell**

As the 'Every Relationship Matters in Norfolk' Coordinator, Roxanne has been leading on the development and delivery of the county's Reducing Parental Conflict programme. Roxanne is a qualified Trainer, Coach and Mentor, and Mindfulness Teacher, with qualifications in Youth Justice and Child Development.

### **Rob McKenzie**

Rob is an experienced practitioner and manager, over the last 15 years he has held a variety of roles in the public and voluntary sectors. Rob works for Prospects, part of Shaw Trust, leading the Youth Early Support Service (YESS) in Norfolk

and he leads on safeguarding for their Children and Youth services nationally. As a nationally qualified youth & community worker, Rob is passionate about providing excellent services to young people, ensuring young people are recognised as experts on their own lives.

### **Carrie-Anne Miller**

A Senior Adviser - Specialist Teaching and Learning (EPSS) in Children's Services, Carrie is interested in literacy and ensuring effective support for all learners with barriers to their reading development.

### **Sharon Moore**

Sharon is the Workforce Development Officer for the Norfolk Safeguarding Children Partnership. Sharon has extensive experience of delivering, commissioning and supporting multi-agency safeguarding children learning opportunities in Norfolk for over 15 years. Sharon is currently the Chair of the Regional Safeguarding Children Partnerships' Training Group and also line manages the Safer Programme.

### **Kelly Moulds**

Kelly Moulds started working at NSFT in 2020 as a Peer Support Worker and now works in Participation across the Perinatal Services. People Participation is about working together with service users, their carers, families and staff, giving everyone the chance to have input into how the Trust is run.

### **Mark Osborn**

Mark works for Norfolk Safeguarding Children Partnership as the Safeguarding Intelligence and Performance Coordinator and also delivers “Caring Dads” a programme for domestic abuse perpetrators. Mark has worked with fathers for over 25 years during which he has regularly presented at local, regional national and international conferences and has a body of published articles on fathers, safeguarding practice and social inclusion in international academic and practice journals. Mark completed his PhD in 2007 focused on young fathers and their experience of social exclusion.

### **Laura Partridge**

Laura Partridge is NCC’S Road Safety Manager who works in partnership with other organisations to enhance safer road users by leading road safety experts to deliver behaviour change led interventions. With a background in restorative justice whilst working in youth offending service she ensured perspectives were heard to promote accountability and evolved the police traffic prosecution team to enhance the efficiency of traffic law enforcement. Laura has used these skills to drive positive behaviour change across Public Health’s Road Safety Team.

### **Freya Pedley**

Freya is a qualified Development Coach, offering one to one coaching and workshops to those working in Children’s Services. Her long background of youth work and working with young people within

substance misuse services has shaped her interests in building positive relationships, communication, and promoting best practice in working with young people and families. Her coaching style is flexible and person centred.

### **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’s Services for 8 years and is qualified in Childhood Studies, is a former portage worker and has a wealth of experience working in the early years sector.

### **Lynsey Pinnington**

Lynsey is Practice Development Lead at Foster East. She has worked in a number of fostering services for over 20 years as a Supervising Social Worker, Assessing Social Worker, Fostering Reviewing Officer and Fostering Team Manager. Her current role at Foster East is focused on learning from best practice and collaboration across the region with a focus on learning and development opportunities for foster carers.

### **Tom Rhodes**

Tom is a Study Manager at Norfolk and Suffolk NHS Foundation Trust, where he has spent over 10 years working on a diverse range of mental health projects in the research department. His work has a particular focus on child and adolescent mental health interventions.

### **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.

### **Jamie Robson**

Jamie is the Virtual School Learning and Employment Advisor. He has worked in NCC for 20 years and is a Level 6 Guidance Advisor. A key focus of his work is to support our care leavers to secure education, employment and training opportunities.

### **Patrycja Salbut-Jezior**

Patrycja has worked for the Norfolk Youth Justice Service since 2013. She is committed to improving the lives of children by building a positive, learning and non-blaming culture. Patrycja leads several practice areas and annual priorities, including disparity. In 2020, the project she jointly led with the police, focusing on reducing criminalisation of children in care was recognised by the Howard League as one of the country’s most successful community projects encouraging desistance from crime.

### **Anne-Louise Schofield**

Anne-Louise works in the Public Health Team for Norfolk County Council. Working across the public health areas of health improvement, healthcare quality and health protection, she has a particular interest in prevention, addressing health inequalities and the protective effect of 'Family' on children's health and well-being.

### **Amy Sibun**

Amy is the Interim Head of Fostering Services. Over her career she has worked as a Social Worker and Team Manager across different areas of Children's Services, including Assessment, Child in Need, Child Protection, Court Work and In Care, before stepping over to the Norfolk Fostering Service in April 2024. She is particularly passionate about networks and agencies working together successfully to achieve the best outcomes for children and young people in all stages of their lives.

### **Tracey Sismey**

Tracey is chair of Family Voice Norfolk and a parent carer. Family Voice Norfolk is Norfolk's Parent Carer Forum for families who have children with special educational needs and/or disabilities (SEND). Families share their experiences and views with us about what works well for them and what is lacking in services. It is this 'voice' that we take forward into meetings with the county council and with the NHS Norfolk and Waveney Integrated Care Board, to work together to make improvements.

### **Millie Smith**

Millie has been an active participant in the Kick the Dust programme with Norfolk Museum Services (NMS) and she has just been appointed to a full-time permanent post at NMS.

### **Jamila Thompson**

Jamila is the lead youth worker within TYSS' projects and detached team with extensive experience of working with young people, and as a TISUK practitioner also leads on integrating a trauma informed approach to all interventions, with focus on intergenerational trauma, and the impact of community on young people's lives. Jamila has worked alongside the youth justice service and young people that challenges and addresses the disproportionality of Black young people with the youth justice system, including projects with young people that explore their lived experience. Jamila works alongside professionals to increase their understanding of the impact of disproportionality and her work has been shared with the Norfolk Magistrates within the youth courts, as well being used to inform the way new Police officers are trained within Norfolk.

### **Paul Webb**

Norfolk County Council's Strategic Lead for Youth and Participation, Paul has 19 years' experience in youth work practice, management and leadership in both the statutory and voluntary sectors. Paul is NCC's lead for their internal Participation Strategy and Norfolk's Partnership Youth Strategy.

# Thank you.

Our thanks as always goes to all those involved with planning Practice Week, providing all across the partnership the opportunity to come together, share ideas and deepen our relationships. A special thanks goes to all the young people involved for giving us the opportunity to learn from you. And we are ever grateful to all our presenters, who freely give their time and commitment to delivering these incredible opportunities we all benefit from.



