



Resilience makes brilliance!

Norfolk Multi-agency Practice Week:

Monday 24 – Friday 28 November 2025

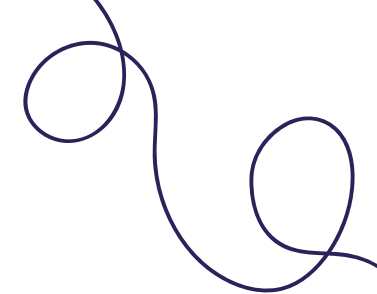


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Introduction.



Welcome to the November 2025 Practice Week! This practice week we have returned to the usual live, online, drop-in sessions run by practitioners from across the partnership. There's a brilliant range of practice knowledge to learn from, all around the topic of resilience from our [FLOURISH ambition](#).

We have also dedicated Tuesday 25 November to [White Ribbon Day](#). All of the presentations on that day will support our understanding of the impact of violence towards women and girls and how to promote resilience in this important area of work.

Learning from the excellent [Takeover Week](#) in May, we have ensured that children and young people's voices from across Norfolk are central to practice week. You will find their voices involved through many of the live sessions, and you can hear directly from members of the Youth Advisory Board on Monday, the young people working with Solace on Tuesday and the In Care Council on Thursday. You can benefit from resources put together by or for young people throughout the programme and you'll also find some additional sessions on offer externally during the week, which will require pre-booking or registration. As ever, all the information you need can be found in the brochure.

Don't forget that you need to book to attend the [online conference](#) on Wednesday where we will be thinking about supporting children and young people's resilience through school attendance and activities that prevent youth violence. We have keynote presentations from Caleb Jackson from the Youth Endowment Fund and Antony Little, Principal of the Hewett Academy, and will be hearing from young people from NrThirty about the impact youth activities have had on them in Great Yarmouth.

Thank you to everyone who is involved in putting together this fabulous programme. I hope you can all take some time to benefit and share in this week of learning.

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

Why is resilience important?

“

My name is Halaa and I'm a part of the Norfolk Youth Parliament Forum.

Resilience to me is the ability of having a positive mindset during times of hardship and difficulty. I attempt to remain grateful during tough times through the acknowledgment that other people in life experience much more significantly challenging circumstances, hardships, and burdens.

Not everyone is capable to be resilient and adapt to their environment. Young people often find it foreign to see the positive during times of difficulty. This is why Resilience week is an opportunity to identify, acknowledge and approach the struggle of young people to adopt an optimistic outlook and mentality. Thus, Resilience week aims to strengthen relationships between young people and adults through mutual understanding that 'it's okay to not be okay'.

Not every young person will cope the same, or indeed cope at all, but what truly lies at the heart of the matter is the effort of trying to persevere regardless of how little the progress seems to be. We hope you enjoy this week and find it helpful!

”

The Youth Forum were asked for their definition of 'Resilience'

Getting up every time life knocks you down. Even if you're tired or want to give up. I have the word "continue" tattooed to remind me to continue

Being strong, keep trying, don't give up

I think being persistent and feel confident to keep going

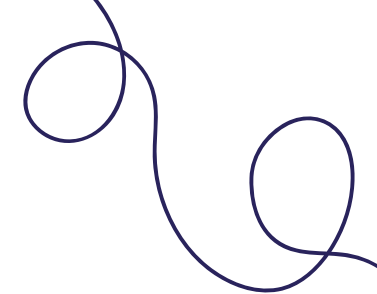
At a glance timetable of the week.

	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 24 Nov	How do we Consider and Look After our own Resilience Dr Katie Lister	Voices Through Art Henry Fletcher	Partnership Exploitation Campaign Suzannah Armstrong Cobb	Small Steps Towards Resilience Mel Warren & Ruth Toop	Supporting Survivor Resilience Donna Mills	Tackling Bullying Among Young People Members of the Youth Advisory Board
Tues 25 Nov	Honour Based Abuse Awareness Karen Ashworth-Blackham	Hearing the Voice of Children as Victims of Domestic Abuse Liam Bannon & Claire Farrelly	Overcoming Domestic Abuse Hannah Shirley & Tia Risbey	Reframing the Oxymoron of Toxic Masculinity Chris Dickerson & Travis Britton	Project Vigilant and DAPPA Gary Owen And Helen Emerson	Building Resilience in UASC Through Drumming, Relationships, and Sailing Andy Goff & Laura Abbro
Wed 26 Nov	Resilience and Children with Learning Disabilities Dr Melanie Bruce	Resilience in the Face of Substance Misuse Luke Adcock & Sarah Healy	Building Resilience in Norfolk Schools Alice Ndiaye	Relationships as Resilience Christian Iszchak	Conference: Persevere And Persist 3.30 – 5 pm Pre-Booking Essential	
Thurs 27 Nov	TITAN: Travel Independence Training Across Norfolk Katie Cary	The Power of Physical Activity Robert Whalen	Using Restorative Approaches to Build Resilience in Schools Alison Newbon	Preventing Extremism Russell Cole	Practical Tools to Support Children's Resilience Angus Dixon & Steph Dickson	Rising as Me Members Of The Norfolk In Care Council
Fri 28 Nov	Putting on the Oxygen Mask, Safeguarding and Self-Care Abigail Mcgarry & Bridget Griffin	Supporting Parents With Care Experience Sky Wakeman & Karla George	Learning Outside of the Classroom to Build Resilience Dawn Wale	Sleep and Resilience in Young People Dr Rebecca Rollinson	/	/

Other events are taking place during the week which require **pre-booking**. Please check through the brochure for further details.

Monday.

24 November 2025



9.30 am – 10.30 am

How do we Consider and Look After our own Resilience

Presenter

Dr Katie Lister, Starfish Plus

What better way to start the week. Join Dr Lister from Norfolk Community Health and Care NHS Trust, for an opportunity to consider and reflect on the impact for professionals working with children and to think about ways in which we can look after ourselves and our colleagues.

[Click here to join the meeting](#)

11 am – 12 pm

Voices Through Art: Using Art to Understand Young People and Their Experiences

Presenter

Henry Fatcher, Children's Services

This session shares insights from our Voices Through Arts (VTA) programme, created in response to the SEND Survey which highlighted young people's desire for more creative opportunities.

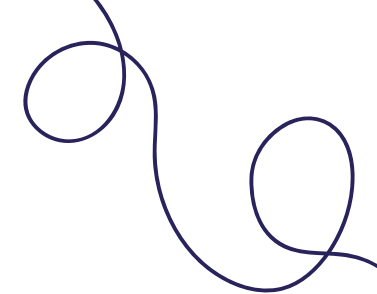
We'll explore:

- How art-based sessions helped capture the voices of young people with SEND.
- Examples of their work, especially around the theme of resilience.
- How these creative expressions can inform and improve services.

Participants will learn:

- The value of creative approaches in engaging young people with SEND.
- Practical tips for designing inclusive, interactive sessions.
- How celebrating youth voice leads to better, more responsive services.

[Click here to join the meeting](#)



12.30 pm – 1.30 pm

Partnership Exploitation Campaign

Presenter

Suzannah Armstrong Cobb,
Norfolk Community Safety Partnership

Find out how we brought together an exploitation campaign that you can use to help tackle all forms of exploitation in your daily practice. We worked with students at City College to create four award-winning films for schools and built a website to raise awareness of exploitation, signpost support and reporting pathways, resources and training for parents, carers, practitioners and members of the public.

www.knowthesigns.info

[Click here to join the meeting](#)

2 pm – 3 pm

Small Steps to Resilience

Presenter

Melanie Warren & Ruth Toop,
Children's Services

In this session Melanie and Ruth will focus on the small steps to supporting the youngest and most vulnerable children in developing resilience and the role of families and professionals working together to support this journey. They will focus on the lived experiences of children and their families as well as the importance of child development in understanding barriers and how these can be overcome.

[Click here to join the meeting](#)

3.30 pm – 4.30 pm

Supporting Survivor Resilience: The Role of DASH in Empowering Domestic Abuse Narratives

Presenter

Donna Mills, Children's Services

This presentation demonstrates how risk assessment with survivors of domestic abuse supports the sharing of their experiences in a safe and empowering way. By encouraging reflective storytelling, we aim to help individuals assess ongoing risks to their safety, build personal resilience, and strengthen their ability to move forward with confidence and control over their lives.

[Click here to join the meeting](#)

5 pm – 6 pm

Tackling Bullying Among Young People

Presenter

**Members of the Youth Advisory Board,
Tracy Terry, MAP and Paul Webb, Children's Services**

In this session we will be sharing the highlights of the Norfolk Youth Against Bullying Conference, which is taking place on Wednesday 12th November. [Click here to book your free place at the conference.](#)

Norfolk Youth Against Bullying Conference (NYAB), a free, youth-led annual conference and campaign dedicated to tackling bullying among young people. The anti-bullying conference is designed and run by young people from Norfolk's Youth Advisory Boards, and features youth-led workshops and training, expert guest speakers, and research-based presentations.

Aimed at young people (12+), teachers, and other professionals in the public sector, the conference addresses key issues around bullying and empowers young people to have their voice heard.

In this session led by young people, we will discuss what we can do as individuals to tackle bullying, and further our understanding of the support available both within and outside of schools.

[Click here to join the meeting](#)

Resources

Making Events and Venues More Accessible for Young People with SEND

The following videos were developed by young people on their thoughts and lived experiences of accessibility. Discussing how they feel about accessibility standards and what could be done to make events and venues a more inclusive environment. The videos are split into four bitesize chunks, each tackling a different topic. Thanks to young people from the SEND Youth Forum, Norfolk's Youth Advisory Boards, DRAGONS and Norfolk County Council SEN participation for making this content possible.

[Barriers and challenges young people face](#)

[Self-help strategies](#)

[Having a trusted adult](#)

[Top tips and advice to improve accessibility](#)

Tuesday.

25 November 2025

Celebrating [White Ribbon Day](#)

9.30 am – 10.30 am

Honour Based Abuse Awareness

Presenter

Karen Ashworth-Blackham, Norfolk
Constabulary

Honour based abuse (HBA) is a fundamental abuse of an individual's human rights. It cuts across all cultures, nationalities and faith groups, impacting victims throughout national and international borders, including our local areas in Norfolk.

This session is designed to strengthen multi-agency recognition of a collection of harmless practices associated with this HBA, equipping practitioners with the knowledge and tools to respond effectively, confidently, while safeguarding victims with empathy and understanding.

Join us to learn more about:

- Honour Based Abuse
- Perpetrator motivation and tactics
- Barriers to reporting HBA
- Forced Marriage (FM)
- Female Genital Mutilation (FGM)
- Child Abuse Linked to Faith or Belief (CALFB)
- Safeguarding and Reporting

[Click here to join the meeting](#)



11 am – 12 pm

Hearing the Voice of Children as Victims of Domestic Abuse

Presenter

Liam Bannon, Office of the Police and Crime Commissioner for Norfolk and Claire Farrelly, Children's Services

The Domestic Abuse Commissioner stated: "The Domestic Abuse Act became law, recognising children as victims of domestic abuse in their own right for the very first time. However, although a welcome and hard-won milestone, today it remains unclear how this legal recognition is being implemented to ensure children get the support they deserve."

Schools often serve as the first point of contact for identifying and supporting children affected by domestic abuse, a role made more effective through

initiatives such as Operation Encompass, which facilitates timely information sharing between police and schools. In addition, the Community Safety Partnership, working directly with a child survivor of domestic abuse, has produced a powerful video that shares the lived experience of a young person impacted by domestic homicide. This resource aims to raise awareness, foster empathy, and inform future safeguarding practices.

[Click here to join the meeting](#)

11.30 am – 12 pm | Pre booking essential

Stand up to Street Harassment

Presenter

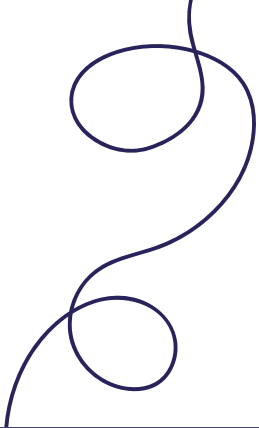
Suzy Lamplugh Trust

Following a growing national conversation around what the public can do to increase women's safety, people and organisations want to take steps to be able to address the prevalence of unwanted and aggressive behaviours such as harassment that underly the broader cycle of violence against women and girls.

To accommodate public demand, the Suzy Lamplugh Trust and L'Oréal Paris formed a partnership to bring the expert approved international "Stand Up Against Street Harassment" training programme to UK audiences.

To register to attend this training: [Stand up to street harassment](#)

The programme is free of charge as it is sponsored by L'Oréal Paris, driving awareness of harassment, as well as upskilling and empowering bystanders across various settings such as public transport, educational institutions, festivals, public spaces, and workplaces, to help defuse situations, discourage harassers, and support victims. This is a global programme, and over 3.8M people have been trained worldwide to date. [Click here to get a glimpse of what this is all about.](#)



12.30 pm – 1.30 pm

Overcoming Domestic Abuse

Presenter

Hannah Shirley, Children's Services and
Tia Risby, lived experienced parent

This session offers a brief introduction to the Petals Service, which supports families through pre-birth and recurrent care. It features a powerful interview with Tia, a mother with lived experience of the child protection system, both as a child and as a parent, following domestic abuse.

Through Tia's story, the session will explore themes of trauma, resilience, and personal growth. Participants will gain a deeper understanding of:

- The impact of trauma and systemic involvement on children and parents
- The importance of lived experience in shaping compassionate practice
- Practical insights into how professionals can better support parents navigating complex challenges.
- can get a glimpse of what this is all about here.

[Click here to join the meeting](#)

2 pm – 3 pm

Reframing the Oxymoron of Toxic Masculinity

Presenter

Chris Dickerson & Travis Britton,
Dads Matter, Children's Services

This presentation challenges the paradox embedded in the term toxic masculinity – a phrase that often conflates harmful behaviours with male identity itself. By reframing the narrative, we explore how masculinity can be disentangled from toxicity, creating space for healthier, more authentic expressions of manhood. The goal is to foster understanding, encourage critical reflection, and promote positive change in how we support boys and men in our communities.

[Click here to join the meeting](#)

3.30 pm – 4.30 pm

Project Vigilant and DAPPA

Presenter

Gary Owen and Helen Emerson, Norfolk Constabulary

Project Vigilant is a tactic that focusses on the proactive identification of sexual predators in our night-time economies and was launched on White Ribbon Day last year. Gary will be covering what Project Vigilant is, the behaviours they look to identify and how they go about their deployments, with some of the results they have seen so far. They will show how the Police are out taking positive and proactive steps towards keeping people safe and hope to empower all to call out predatory behaviour.

DAPPA (Domestic Abuse Perpetrator Partnership Approach) is a multi-agency approach designed to identify and manage the highest risk domestic perpetrators in Norfolk and thereby protecting the most vulnerable victims. It was launched by

Norfolk Constabulary, in partnership with the Office of the Police and Crime Commissioner for Norfolk, in September 2021. The DAPPA team are a police team comprising of the MAPPA (Multi-Agency Public Protection Arrangements) and DAPPA Manager, DAPPA Sgt and 2 DAPPA PCs. DAPPA seeks to develop robust multi-agency risk management plans around perpetrators using a problem-solving approach with a full menu of tactical options. Perpetrators are discussed at monthly multi-agency meetings. The key objective is to reduce further incidents of domestic abuse making victims and children living in domestic abuse situations safer.

[Click here to join the meeting](#)

5 pm – 6 pm

Building Resilience in Unaccompanied Asylum-Seeking Children Through Drumming, Relationships, and Sailing

Presenter

Andy Goff, Solace Partnerships and Laura Abbro, Children's Services

Unaccompanied Asylum-Seeking Children (UASC) face significant emotional, psychological, and social challenges due to trauma, displacement, and separation from family. Building resilience in these young people requires more than basic care – it demands meaningful, healing experiences that support emotional recovery, connection, and growth. In this presentation you will hear directly from young people and those who support them about the impact of drumming, relationships, and sailing on their lives, and how these are providing powerful ways to promote healing and build resilience.

[Click here to join the meeting](#)



Resources

Reframing Masculinity

Presenter

Dr Sophie King-Hill

[Click here to access](#) a thoughtful paper on how to talk to young men about the challenges they face and how to support them to develop a positive sense of self in a time when toxic masculinity and other challenges impact on how they develop a masculine identity and sense of self.

Pre booking essential

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

[Domestic Abuse](#)

Two Half Days – Virtual.

Course Aim: To develop skills in working with families where there is domestic abuse, and to gain confidence in responding to their needs.

[Domestic Abuse and its impact on families](#)

Course Aim: To develop skills in working with families where there is domestic abuse, and to gain confidence in responding to their needs.

[Gangs, grooming and county lines explained](#)

The aim of the session is to increase knowledge of gangs, grooming and county lines.

To provide understanding of the mindset of young people who are or might be involved in violence, vulnerability and exploitation.

[Serious youth violence](#)

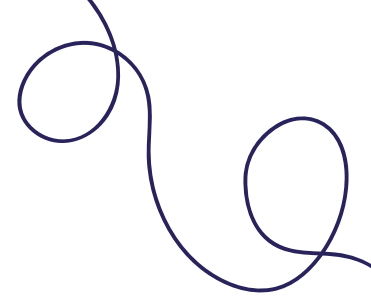
One off workshop.

[Serious Youth Violence](#)

2 Half Days.

Wednesday.

26 November 2025



9.30 am – 10.30 am

Resilience and Children with Learning Disabilities

Presenter

Dr Melanie Bruce, Starfish Plus

Join Dr Bruce for an opportunity to consider and explore resilience and mental health for children and young people with learning disabilities.

Starfish LD CAMHS (Learning Disability Child and Adolescent Mental Health Service) are a multidisciplinary team that includes Specialist Learning Disability Nursing, Clinical Psychology, Speech and Language Therapy, Occupational Therapy and specialist family workers. They also work in partnership with consultant child and adolescent psychiatry.

[Click here to join the meeting](#)

11 am – 12 pm

Resilience in the Face of Substance Misuse

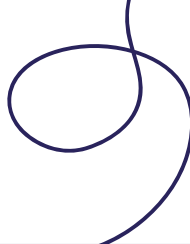
Presenter

Luke Adcock & Sarah Healy, Matthew Project's Unity and YouCan Services

Join us for an insightful webinar exploring how The Matthew Project's Unity and YouCan services empower young people to build resilience in the face of substance misuse. Whether supporting young people directly affected by drugs and alcohol, or those impacted by parental substance use, we can play a vital role in helping young people develop the emotional strength and coping

skills they need. Resilience is often a key protective factor – reducing the likelihood of substance use and helping young people thrive even in challenging environments. Discover how targeted and specialist support can make a lasting difference.

[Click here to join the meeting](#)



12.30 pm – 1.30 pm

Building Resilience in Norfolk Schools: Promoting Friendship, Respect and Belonging

Presenter

Alice Ndiaye, Children's Services

Join us for an inspiring and practical session and discover how a whole-school approach can transform your school's culture and support every child to thrive.

This session will feature powerful pupil voice from the Aylsham Learning Federation, sharing real experiences and successes in fostering inclusion and positive relationships.

1. Gain practical strategies to build resilience in children and young people through a culture of friendship, respect, and belonging.
2. Understand your statutory duties under KCSIE (Keeping children safe in education), the Equality Act, and RSHE

(Relationship, Sex and Health Education) and how to embed these into everyday practice.

3. Explore effective ways to engage families and the wider community in supporting pupil wellbeing and preventing bullying.

Don't miss this opportunity to equip yourself with trusted resources, local examples, and the confidence to make a lasting impact on your school community.

[Click here to join the meeting](#)

2pm – 3pm

Relationships as Resilience

Presenter

Christian Iszchak, MPower

MPower is a service that supports parents who have had children removed and are at high risk of future removals. This session will look at how applying the five values of trauma-informed practice within a relational way of working creates the conditions for people to change, grow, and cope.

[Click here to join the meeting](#)



What Works to Reduce Violence – Listening to Children’s Voices About Violence – and What we can do

Presenter
Caleb Jackson

Caleb will explore the lived experiences of children affected by violence, highlighting who is most impacted and how it shapes their lives. Drawing on the latest data, he will unpack patterns of disproportionality and inequality and spotlight the vital role the youth sector (including sports programmes) can play in reducing violence. Attendees will be introduced to key insights from the Youth Endowment Fund’s Toolkit – a growing body of evidence on what works to prevent violence and antisocial behaviour.

Caleb Jackson is Head of Change for the Youth Sector at the Youth Endowment Fund. He works to help put evidence into action and improve outcomes for young people at risk of violence. He has a degree in Youth and Community Studies and over 15 years of hands-on experience in the youth work sector, which led him to mentoring young people involved in gangs, running youth clubs and being part of senior leadership

at a Queens Award winning charity. He has since worked across key sectors that have a responsibility to reduce violence including the Home Office, PCCs, local government politicians and leads, Violence Reduction Units, police forces, housing associations, safeguarding hubs, youth sector umbrella organisations and youth sector leaders. Caleb is passionate about amplifying young people’s voices to drive collaborative, child-centered approaches. He champions the vital role of community-led organisations in designing and delivering long-term solutions to prevent youth violence and exploitation.

Presenter
Antony Little, Principal / Director of Transformation, The Hewett Academy Norwich

Antony has been the Principal of the Hewett Academy in Norwich, part of the Inspiration Trust, since 2020. During that time, he has worked on improving the outcomes, behaviour and attendance of students; taking the school to amongst the best in the county, and the third most improved school in England. As part of this work, Antony has focused heavily on attendance as a proxy for the happiness of students in education – a strategy that has seen Hewett go from 87% to 95% attendance in under four years. In this session, Antony will talk about the case for improving attendance and the strategies his

school has used to move the dial on this key national priority.

Developing Confident, Resilient Young People – One Place at a Time

Presenter
Karen Jeremiah and Jo Hand

The NR Thirty Programme works to improve opportunities and outcomes for children and young people in Great Yarmouth. Join Karen Jeremiah and Jo Hand from the programme team to find out how they have adopted a place-based approach to change making, working closely with the local community in Great Yarmouth to understand and meet local needs. Karen and Jo will share how they have supported brilliant local partners to deliver high quality activities and interventions that help develop resilience in young people. Members of the NR Thirty Youth Panel will also join the session to share how their experience of being involved in the programme has helped them become more confident and appreciate the value of their voices in making change locally.

Thursday.

27 November 2025

9.30 am – 10.30 am

TITAN: Travel Independence Training Across Norfolk

Presenter

Katie Cary

TITAN is a free service provided by Norfolk County Council to promote travel independence for young people and adults with SEND, empowering them with skills they need to travel independently in the community.

In our session, we will provide participants with a comprehensive overview of service, including details on how to refer to TITAN, the Let's Go! and Ready to Go! programmes, good news stories and the process for adults. Participants will get a chance to ask questions and discuss any points raised so everyone can be supported to take their first steps on their independent journey. [**TITAN travel training – Norfolk County Council**](#)

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

10 am – 11.30 am | Pre booking essential

Let's Talk: The CHIME Model of Recovery

Presenter

Norfolk & Suffolk Foundation Trust's Recovery College

This webinar introduces the key drivers of recovery known as CHIME. They are Connection, Hope, Identity, Meaning and Empowerment.

The course covers:

What CHIME is and the research evidence supporting this.

How you can use CHIME in your everyday life to support recovery.

The course is free for over 16's and is designed to be relevant for not just service users but carers, supporters and other professionals. Those supporting or caring for young people could also find it beneficial.

Please register directly with the Recovery College here

[**Expression of Interest Capture Form**](#)

11 am – 12 pm

The Power of Physical Activity to Enhance Resilience in Young People

Presenter

Robert Whalen, Active Norfolk

Physical activity is a powerful tool for fostering resilience in children and young people. In educational settings, it offers more than just physical benefits – it helps students develop emotional strength and perseverance. Through structured sport, active play, and movement-based learning, young people experience challenge, teamwork, and personal growth. These moments teach them how to manage setbacks, regulate emotions, and build confidence – skills that are essential in both school life and beyond. By embedding physical activity into daily routines, educators and staff can create supportive environments that nurture resilient, well-rounded learners.

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

12.30 pm – 13.30 pm

Using Restorative Approaches to Build Resilience in Schools

Presenter

Alison Newbon, Children's Services

Discover how restorative approaches can build resilience in schools by strengthening relationships, promoting emotional wellbeing, and creating a culture of support.

Participants will gain:

- Understanding Restorative Approaches – Learn how relationship-building, empathy, and accountability can transform school culture
- Resilience in Students – Discover how restorative practices help students adapt to challenges and thrive emotionally and academically
- Practical Tools – Explore key concepts like restorative circles, restorative conversations and inclusive dialogue

[Click here to join the meeting](#)

2 pm – 3 pm

Preventing Extremism: Understand Emerging Extremist Ideologies, How They Motivate Individuals and What to do if They Come Across any Concerning Behaviours

Presenter

Russell Cole, Children's Services

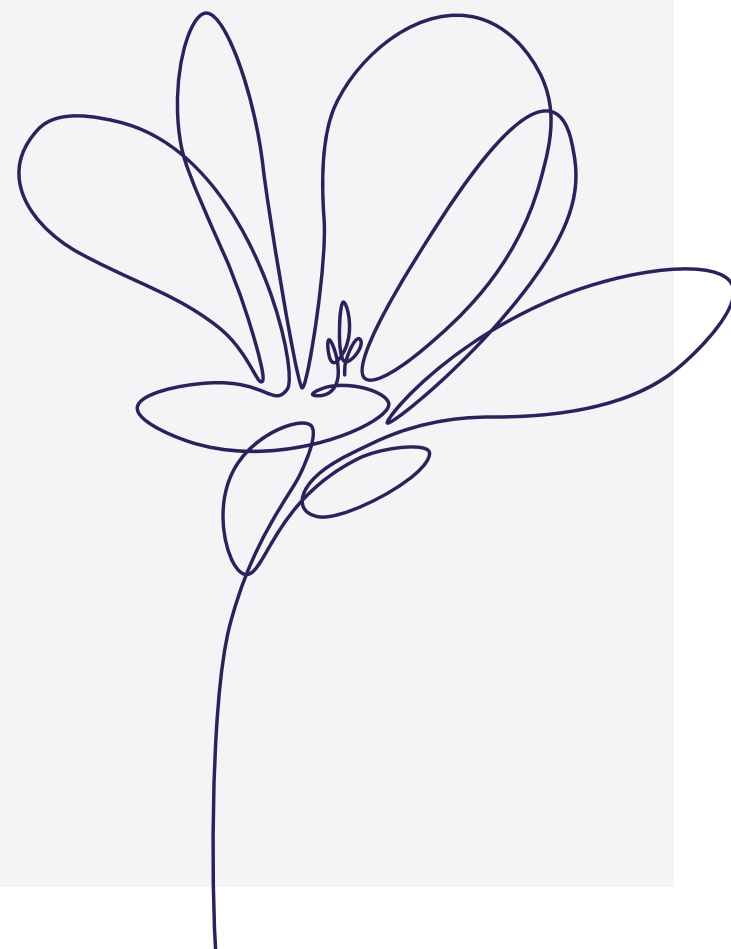
Prevent is about stopping people from becoming terrorists or supporting terrorism, seeking to intervene early and ensure that people who are susceptible to radicalisation to terrorism are supported as they would be under safeguarding processes.

To combat both violent and non-violent extremism, we need to identify radicalisation, understand its causes, and respond effectively to the challenges they present.

Cohorts categorised as 'fascination with extreme violence or mass casualty attacks' have been relevant for Prevent for some time, however analysis shows there has been inconsistency around how such referrals are progressed through the system.

The session will examine some of the themes, look at case studies and offer guidance.

[Click here to join the meeting](#)



3.30 pm – 4.30 pm

Practical Tools to Support Children's Resilience

Presenter

**Angus Dixon & Steph Dickson,
Children's Services**

Join Steph and Angus from the School and Community Team for a hands-on session exploring practical tools to support children's resilience. This 1-hour workshop will equip professionals with strategies and techniques they can use in direct work to help children build and sustain emotional strength and adaptability.

[Click here to join the meeting](#)

5 pm – 6 pm

Rising as Me: Overcoming Challenges, Transforming, and Finding Your Identity

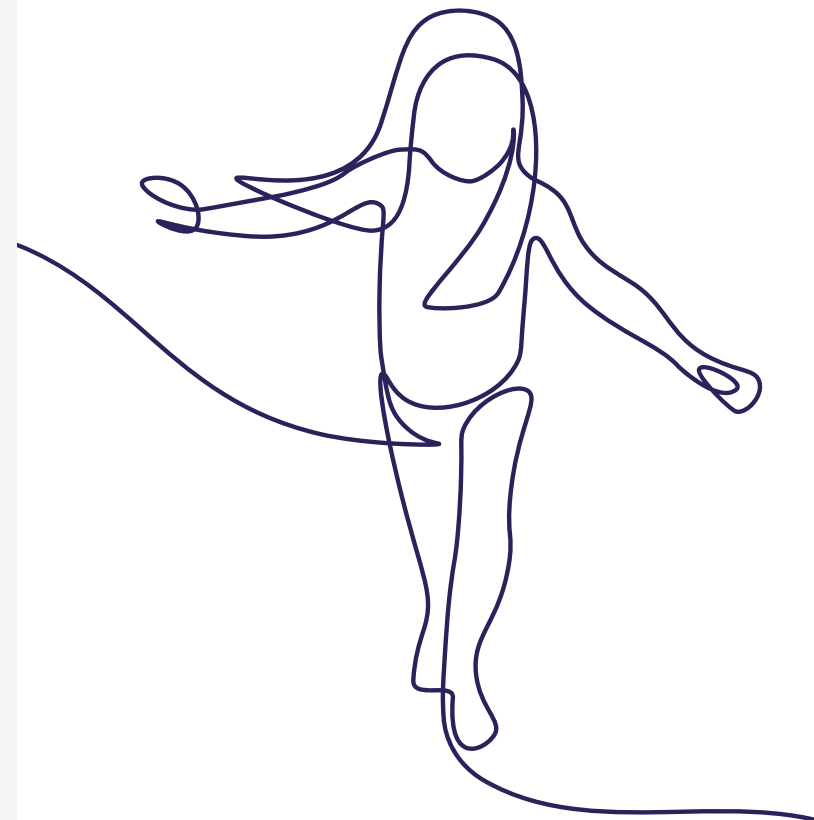
Presenter

Members of the Norfolk in Care Council

Join members of the NiCC (Norfolk in Care Council) as they discuss this year's care leaver month theme and explore identity, resilience, and transformation through lived experience. Inspired by themes like Echoes of Us, Beyond the System, and We Are More Than Statistics, the session amplifies the voices of young people with care experience. Those attending will gain:

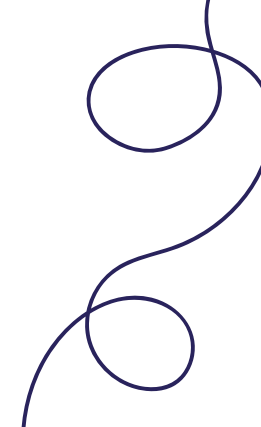
- Insight into the lived realities of care-experienced young people.
- Understanding of how identity and resilience are shaped in and beyond care.
- Inspiration to challenge stereotypes and support youth-led change.

[Click here to join the meeting](#)



Friday.

28 November 2025



9.30 am – 10.30 am

Putting on the Oxygen Mask, Safeguarding and Self-Care

Presenter

Abigail McGarry, NSCP and Bridget Griffin,
Independent Consultant

We all know that the operational practices underpinning safeguarding are critical, however, it is the emotional impact on children, families and practitioners that shape outcomes and sustainability. The emotional health to all involved is not peripheral – it is central to effective safeguarding. Only by attending to the heart as well as the mind can we create systems that protect, empower and heal. This one hour talk focuses on the importance of professionals' emotional wellbeing and thereby building and protecting their resilience and emotional reserves.

[Click here to join the meeting](#)

11 am – 12 pm

Supporting Parents With Care Experience

Presenter

Sky Wakeman and Karla George,
Children's Services

This workshop invites professionals to explore how language shapes the experiences of parents with care experience – in services, systems, and everyday interactions. Together, we'll unpack the power of words to either reinforce stigma or foster trust, dignity, and belonging.

[Click here to join the meeting](#)

12.30 pm – 1.30 pm

Learning Outside of the Classroom to Build Resilience

Presenter

Dawn Wale, Bank House School

Learning outside the classroom builds resilience by providing real world challenges and experiences that foster problem-solving and self-confidence, allowing individuals to manage risks and develop coping mechanisms in a dynamic, multi-sensory environment. In this session you will hear how supporting activities such as shopping, going to the cafe, navigating unpredictable weather and meeting new people have had a huge impact on young people, teaching them valuable life skills, deepening their understanding of the natural world and improving their well-being.

[Click here to join the meeting](#)

2 pm – 3 pm

Sleep and Resilience in Young People

Presenter

Dr Rebecca Rollinson, Norfolk & Suffolk Foundation Trust

We all know we cope better when we're sleeping well and worse when we're not. Young people are more likely to have trouble sleeping than adults. Young people experiencing more adversity even more so. Yet sleep is often overlooked with the effects of short or broken sleep often put down to being low mood or motivation.

Rebecca will talk through some key findings in this area and provide ideas for how professionals might a) better spot sleep difficulties b) provide good advice and c) access more support and training locally when needed.

[Click here to join the meeting](#)

Resources

Words Have Power

This video was created by North Norfolk and Great Yarmouth YABs to raise awareness of the importance of body positivity and the effect it has on young people's mental health and wellbeing.

[Click here to access the video](#)



Additional resources.

Just One Norfolk

Just One Norfolk has some fantastic resources, activities and advice to support children's resilience and ability to cope with change, for example:

- [Top 10 tips for resilience](#)
- [The Resilience Ladder](#)
- [The Resilience Game](#)
- [10 ways to help children cope with change](#)

There is more information, podcasts and videos around Emotional & Mental Health on the [JON website](#).

The FYI pages tackle a whole host of topics all aiming to support children and young people overcome the challenges they may face throughout childhood and young adulthood.

My Health section looks at topics relating to physical health, such as allergies, puberty, skin problems and lifestyle choices.

The Education section provides great support on topics such as how to deal with exam stress and transitions.

Friendships and relationships pages cover a broad range including loneliness, gangs & county lines, as well as sex, consent and contraception.

Additional Needs and Disabilities section provides extra advice about specific health topics such as accessing healthcare, autism and ADHD and being independent with additional needs.

Search the **Home and Family Life** section for guidance and advice around topics like parental conflict, getting on with your siblings and young carers.

The Youth Forum were asked who helps them build resilience



**My auntie Gemma
and my mum**

**I think myself, even if you
need a bit of a push, I think
sometimes your mind can also
be helpful as well as your worst
enemy sometimes**

**My parents and dog
are a great bonus**

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.

Suzannah Armstrong Cobb

A Communications Officer with the Norfolk Community Safety Partnership (NCSP), Suzannah works closely with the partnership delivery groups to reduce duplication and improve collaboration on priority areas for the NCSP and keeps the partnership updated on the latest information.

ncsp@norfolk.police.uk

Karen Ashworth-Blackham

As the Safeguarding Development Officer for Norfolk Constabulary, Karen provides safeguarding advice and training on strategic operational practice issues, to both officers and their partners. As a separate interest, Karen facilitates behaviour change programmes to offenders of domestic abuse, to help provide opportunities for stability, reduce reoffending and protect the public.

karen.ashworth-blackham@norfolk.police.uk

Liam Bannon

Liam is Community Safety Manager at the Office of the Police and Crime Commissioner for Norfolk. Liam has been vocal in his calls to end violence against women and girls in Norfolk, working with police, council, probation, fire and rescue service and health services to deliver meaningful improvements to tackle domestic abuse and sexual violence in Norfolk. He has been central to the provision of bystander interventions in the night-time economy, schools and businesses across Norfolk, managed Domestic Homicide Reviews on behalf of the Community Safety Partnership ensuring lessons are learned and has championed the importance of men calling out men's violence towards women and girls through support and promotion of the White Ribbon campaign over recent years.

Dr Melanie Bruce

Clinical Psychologist and Clinical Lead Starfish plus: Norfolk Community Health and Care NHS Trust. Mel is the clinical lead for Starfish plus – which is an intensive service for children and young people with learning disabilities who are at risk of a mental health inpatient admission. Mel's clinical experience interests are children and young people who have a learning disability and/or are autistic, pathological demand avoidance, empowering and working with

families, the transforming care agenda and reducing restrictive practise. Mel also works as a specialist clinical advisor with NHS England for Mental health, learning disability and autism.

starfishplus@nchc.nhs.uk

Katie Cary

Lead TITAN Coordinator, with a focus on school and family engagement. Her aim at TITAN is to ensure our workstreams are accessible and inclusive for all.

katie.cary@norfolk.gov.uk

Russell Cole

Russ is Norfolk County Council's Prevention of Radicalisation Co-ordinator and a member of the County Channel Panel. Safeguarding and protection across communities has consistently been at the centre of his work, with experience including over 30 years as a police officer, specialising in counter terrorism. His early career was defined by hands on policing in diverse and high crime areas. Russell later progressed through investigative efforts and commitment to community engagement included undertakings as a District Commander in a busy area, along with senior Counter Terrorist positions supporting the Home Office and Local Authorities with inspections, recommendations and implementing best practise.

russell.cole2@norfolk.gov.uk

Chris Dickerson

A Father Engagement Specialist with 22 years in children's service, 9 focused on supporting dads. Creator of films and training, using Solihull and restorative approaches. Co-creator of "How's Your Father" a theatre production and training website, that explores fatherhood through lived experience. Passionate about changing the narrative around fatherhood.

chris.dickerson@norfolk.gov.uk

Stephanie Dickson

Steph is a 23-year veteran of SEND teaching. Her career as Assistant Head/ Lead SEND Teacher/ SENDCo has seen her work in Primary, Secondary, Special School, Special Resource Base and Autism Spectrum Disorder Units.

csschoolscommunitynorth@norfolk.gov.uk

Angus Dixon

Angus Dixon is a Team Manager in the Schools and Community Team. He is an experienced educator, having worked in both mainstream and complex needs schools. Prior to joining SCT, Angus led a specialist provision accredited by the National Autistic Society and recognised as an area of excellence for supporting young people back into education.

angus.dixon@norfolk.gov.uk

Helen Emerson

Helen is the MAPPA and DAPPA Manager for Norfolk Constabulary and has worked as a civilian within the force for 13 years. Her role oversees two teams in force. She helped to create, and now oversee, the DAPPA team, managing domestic abuse perpetrators and Stalking Protection Orders on behalf of the Constabulary. Her role within MAPPA is very closely linked, having oversight of MAPPA high risk violent and sexual offenders across Norfolk, chairing Norfolk MAPPA and coordinating risk management plans for the individuals we manage.

helen.emerson@norfolk.police.uk

Claire Farrelly

Claire is an Education Safeguarding Adviser in Children's Services. The Education Safeguarding Team support schools and colleges in their safeguarding practice across Norfolk through advice and guidance, audit activity, involvement in multi-agency forums and training. The Team provides Operation Encompass and Missing notifications in Norfolk and supports key adults to provide immediate support to children and their families.

claire.farrelly@norfolk.gov.uk

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. He 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.

henry.futcher@norfolk.gov.uk

Bridget Griffin

Bridget is an independent consultant specialising in working with multi-agency front line professionals and senior managers who work in the complex world of safeguarding children. The first twenty-five years of Bridget's career were spent working in Local Authority Children's Services in London as a front-line social worker, child and adolescent mental health practitioner, child protection consultant and a senior manager. For the past 10 + years Bridget has led over 60 serious case reviews/child safeguarding practice reviews and developed a specialism in learning from the tragic deaths of children from suicide. Bridget is committed to representing the voice practitioners in the complex and challenging

work they undertake and promoting an understanding of vicarious trauma. Bridget has a BA (Hons) in Applied Social Studies, she is an accredited Social Care Institute of Excellence (SCIE) Lead Reviewer and has an MA in psychodynamic and systemic consultancy.

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.

Christian Iszchak

Christian is the Regional Manager of Mpower for Ormiston Families. He's worked in the charity sector for over a decade, initially in the areas of community regeneration and child poverty in Luton before moving to Norfolk to oversee Mpower six years ago. He is currently working with his team to implement the plans that earned them the Trauma Aware Award from One Small Thing.

Dr Katie Lister

Starfish plus: Norfolk Community Health and Care NHS Trust: Katie is a clinical psychologist working with children and young people with learning disabilities who are at risk of a mental health inpatient admission. Katie's clinical experience and interests are in the areas of: Learning disabilities, mental health, trauma and attachment, autism and the importance of families. Katie also has an interest in and has completed research in the impact for professionals when working with children who could be described as "challenging systems".

starfishplus@nchc.nhs.uk

Abigail McGarry

Abigail is the Head of Business Delivery for the Norfolk Safeguarding Children Partnership (NSCP) and responsible for supporting the three statutory partners – Norfolk County Council, Norfolk Constabulary and the Norfolk & Waveney Clinical Commissioning Group – deliver the local plan for multi-agency safeguarding arrangements for children. The NSCP Business Unit has a wide range of responsibilities, including ensuring independent scrutiny, oversight of Rapid Reviews and commissioning Safeguarding Practice Reviews, workforce development, supporting local safeguarding

children groups and maintaining a multi-agency policy manual Her portfolio reflects the importance of strategic and collaborative partnership working which enables the delivery of shared outcomes and makes best use of our collective resources. She is committed to supporting the development of a trauma informed and resilience oriented partnership from strategic leaders through to practitioners.

abigail.mcgarry@norfolk.gov.uk

Donna Mills

Currently the Domestic Abuse Manager in Family Help, Donna was previously a manager in the Intensive and Specialist Support Service overseeing domestic abuse, substance misuse and therapeutic interventions in Children's Services. Her background is in Early Intervention, managing Children's Centres in Norwich, Broadland and South Norfolk. She is an Accredited Video Interaction Guidance Practitioner committed to developing how we can use the approach to strengthen relationships within families in Norfolk.

donna.mills@norfolk.gov.uk

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.

alice.ndiaye@norfolk.gov.uk

Alison Newbon

Restorative Approaches is Alison's passion with over 25 years of experience in this field. Alison's role is to promote, train and enthuse the people of Norfolk including NCC staff to adopt a restorative way of working, creating a culture of high challenge and high support, working WITH people.

alison.newbon@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.

Gary Owen

Gary is the Sergeant on the Community Policing Team in Norfolk and the Operational Lead for Project Vigilant in our county. He leads a team of specially trained officers to provide highly visible, proactive policing across our county and provide support to internal departments and districts in dealing with issues faced in our communities. He is also an Operational Commander for Project Servator, which targets Hostile Reconnaissance linked to terrorism and other offences.

gary.owen@norfolk.police.uk

Tia Risby

Tia has been working with the Pre-birth and Recurrent Care Team. As a parent with lived experience, she is able to provide a unique and valued perspective to the services the team offer.

Dr Rebecca Rollinson

A Clinical Psychologist working in Norfolk and Suffolk NHS Foundation Trust leading a project called the Better Sleep Programme. This is an ICB funded project to improve access to early help with sleep for young people across Norfolk and Waveney.

betersleepprogramme@nsft.nhs.uk

Hannah Shirley

Hannah is the Pre-birth and Recurrent Care Team Manager within Children's Services.

hannah.shirley@norfolk.gov.uk

Ruth Toop

Ruth is an Early Years SEND Adviser and jointly leads the Early Years Advisers, providing support to settings across the county and developing partnerships to strengthen inclusive provision. Ruth is an experienced teacher who progressed into school senior leadership in Cambridge before returning to Norfolk where she's been working for the past 18 years. She specialised in early childhood service delivery in Children's Centres before moving into Advisory work and SEND, also qualifying as a Mental health first aid champion.

ruth.toop@norfolk.gov.uk

Sky Wakeman

Sky is a parent with care experience with her child now back in her care. Sky has been working with Karla from the Participation Team to better understand experiences and needs of parents with care experience.

Dawn Wale

Dawn is a Headteacher of an outstanding independent special school in Bowthorpe for pupils aged between 13 and 19 years old. She has been in her role for 3 years having successfully completed her National Professional Qualification for Headship in July 2024. She is a strong advocate for pupils with SEND; working collaboratively with the Team Around The Pupil in order to ensure the best possible outcomes for the young person. Prior to this, she has been an Assistant Headteacher, with responsibilities within English and phonics, Year Leader within years 2-5 and a class teacher within a small village school.

dawn.wale@cascade-care.com

Melanie Warren

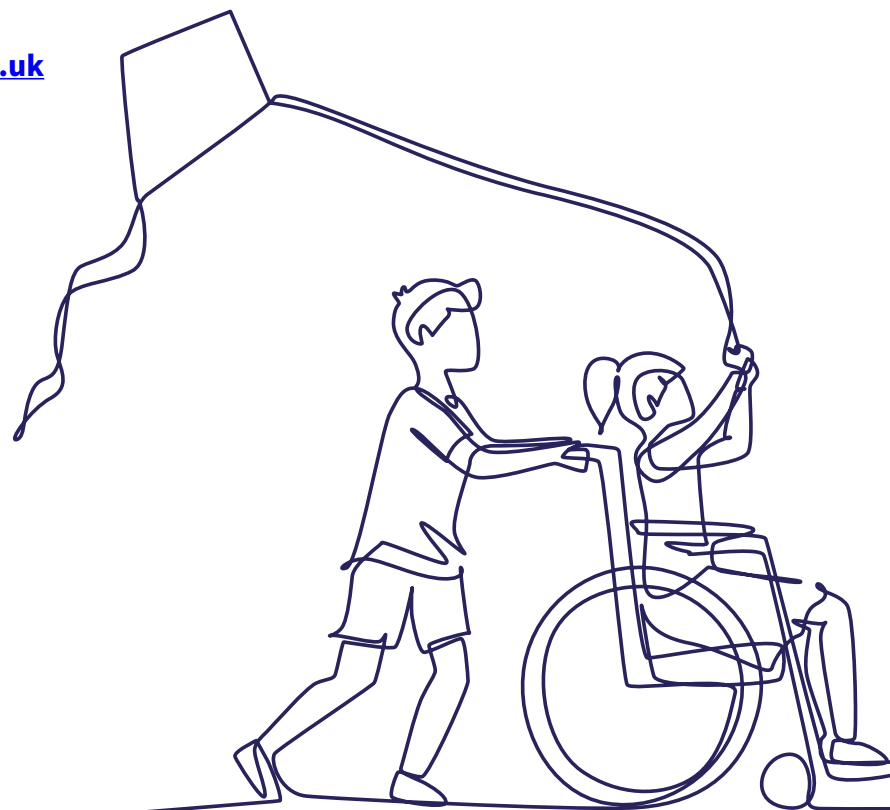
Melanie is an early year's specialist with 24 years' experience within the Portage service in Norfolk. She comes from a background of both mainstream and complex needs school teaching and was a hospital play specialist, many moons ago. Mel is an Accredited Portage trainer in the Small Steps Approach to Learning and in Portage Awareness and is keen to ensure that all early year's practitioners understand the Portage ethos of delivering appropriate, responsive and fun interventions as a conduit to their first learning experiences.

melanie.warren@norfolk.gov.uk

Robert Whalen

After nearly two decades teaching in the primary sector and leading on PE and physical activity, Robert has seen how movement can do far more than improve fitness. Now, working with Active Norfolk, Robert focuses on promoting the wider benefits of physical activity across education settings and to those that work with Children and Young People.

robert.whalen@activenorfolk.org



Thank you.

Our thanks goes to the planning group for your guidance in shaping each and every Practice Week. To all the presenters and speakers who take the time to share their knowledge and experience, along with the numerous partner agencies involved, we are truly grateful. And of course, a special thanks goes to all the amazing young people who have provided their thoughts, resources and direction, showing their own resilience in ensuring Practice Week continues to develop and provide unique learning experiences for us all.

