

Putting on the Oxygen Mask



**Triangulating
Safeguarding,
Resilience and
Self-Care**

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**Norfolk Safeguarding
Children Partnership**

Welcome

We want people to participate but please use the 'raise hand' facility to ask questions and contribute when others are talking.

Please be considerate to others - together we want to create a safe, open and reflective space to learn.

You can turn on live captions on by clicking on the 3 dots at the top of your screen if you need this.

The link to the feedback form will be put in the chat.

Please do take the time to complete it after the session.

Thank you!



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Contents

Acknowledging operational pressure and processes
Emotional landscape
Research & national publications
Resources

...but first, we are going to tell you a story...



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Resilience and Vulnerability

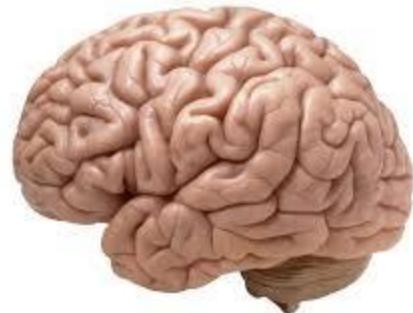
Definition of resilience:

- The capacity to withstand or to recover quickly from difficulties; toughness.
- The ability of a substance or object to spring back into shape; elasticity.



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Using our Brains



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A Story of Connecting the Brains...



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Describing the Case



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Gaining Intellectual Control



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Lessons in Resilience

“I believe we learn what we are meant to learn, and some of us are simply meant to learn things the hard way. There’s no way I could have known then what I know now, because if I had, I would have truly opened my heart first. The head is powerful, but it can only get us what we really want if we open our heart first.”



James R Doty –
Into the Magic Shop



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"YOU CAN'T STOP THE WAVES,
BUT YOU CAN LEARN TO SURF."
- JON KABAT-ZINN



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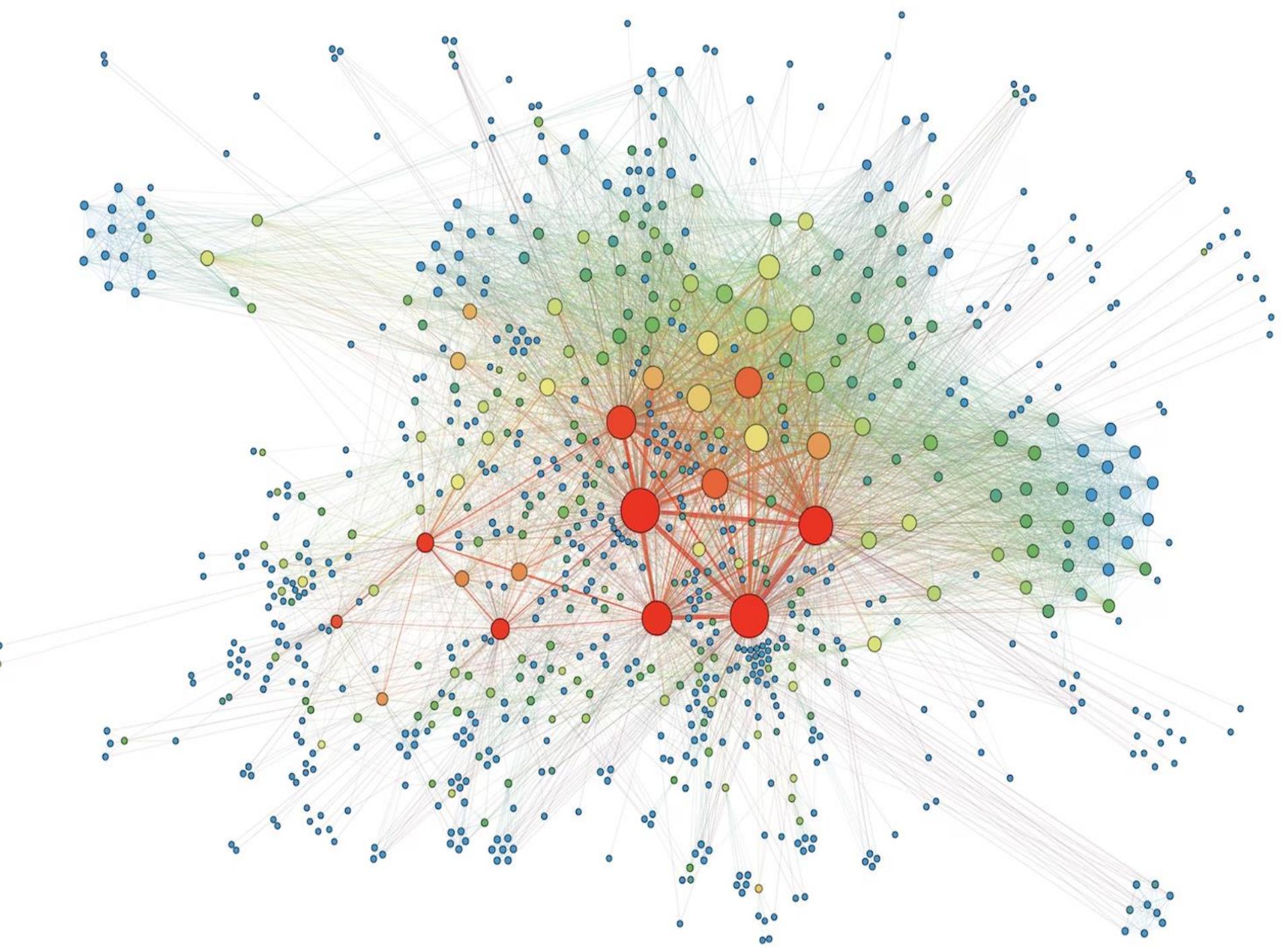
The Frame

Legislation & statutory guidance
Strategies, Policies and Procedures
Practice frameworks guidance and tools
Research
Inspections
Targets

Agenda's & minutes – tasks and more tasks, referrals



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Our Landscape

Social Workers Failed to Heed Warnings

Nurses fail to identify and respond to deteriorating patients

Shocking hospital mistakes led to our daughter's death

School suspends five staff over asthma death of boy

Teachers are to blame for my child's behaviour

Police are failing to protect children from harm



Our Emotional Worlds

Though the mechanics of safeguarding often dwell in policies, procedures and training modules, the true heart of this work beats in the emotional experiences of those who undertake it.

The emotional impact of safeguarding work is profound, complex and multi-faceted, shaping not only the professional life of the safeguarding practitioner but also their sense of self and humanity.



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What the research tells us

Tavistock: The Unconscious at Work (systems – psychodynamics)

Child Safeguarding Practice Review Panel Learning Support & Capability Project

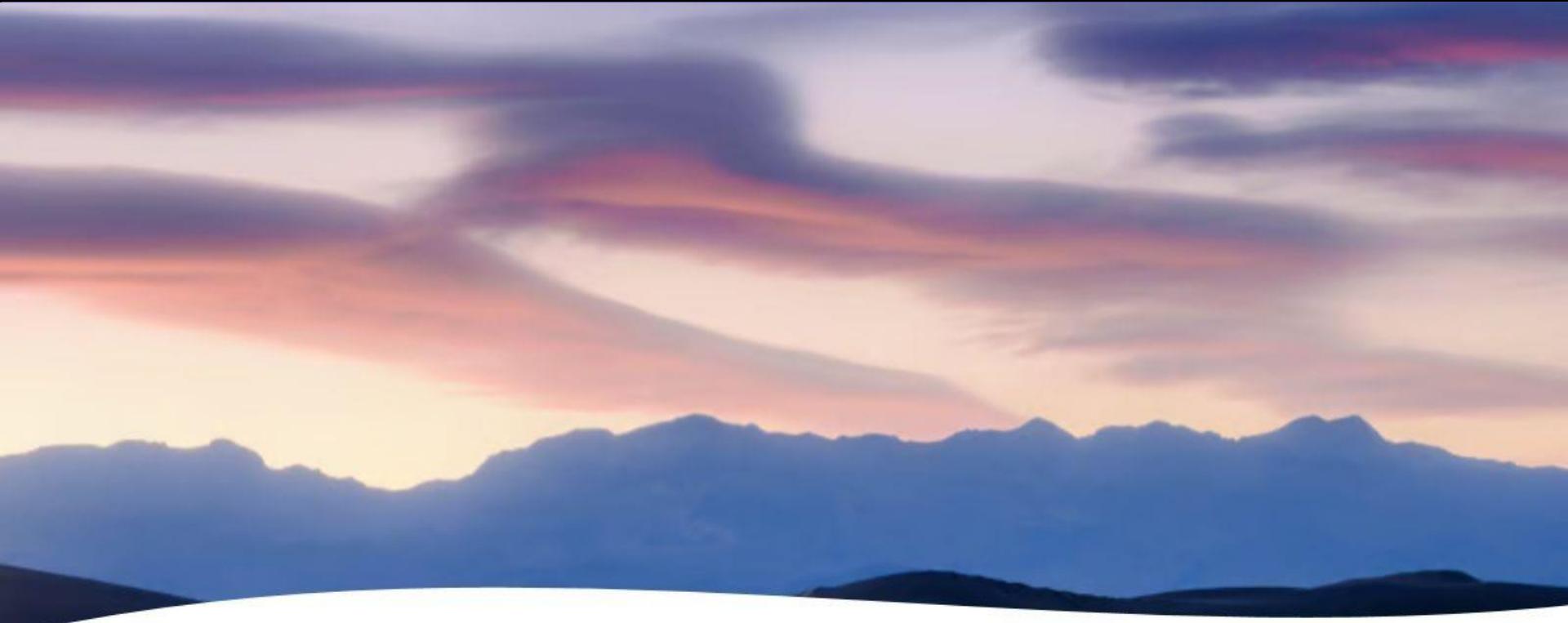
Research in Practice & Karen Treisman – trauma informed organisations

Sydney Decker – Behind Human Error

Jonathan Dickens – The multiple & competing functions of local reviews of serious child abuse cases in England



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Our Landscape

There are mental pains to be borne in working at any task, and these have to be dealt with by us as individuals, each with a personal history of having developed ways of managing or evading situations of anxiety, pain, fear and depression. Collectively in our institutions, we have also learnt to do this, installing defences against the painful realities of the work into our ways of arranging our tasks rules and procedures. It is incumbent on us to try in whatever way we can to explore these aspects of our working practices, in order that our ways of coping do not grossly interfere, subvert or even pervert our efforts.

Perennial thorny issues

Lack of joint working

No child centred practice –i.e. not standing in a child's shoes

Adultification

No challenge or escalation

Lack of professional curiosity

Professional fatigue

Hopelessness and helplessness



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Equipping You to Safeguard Your Heart – Filling your Oxygen Tank

- Opening the emotional narrative
- Self Care
- JAGS: Joint Agency Group Supervision
- **Filling your tank**



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Engaging in a difficult conversation without talking about feelings is like staging an opera without the music

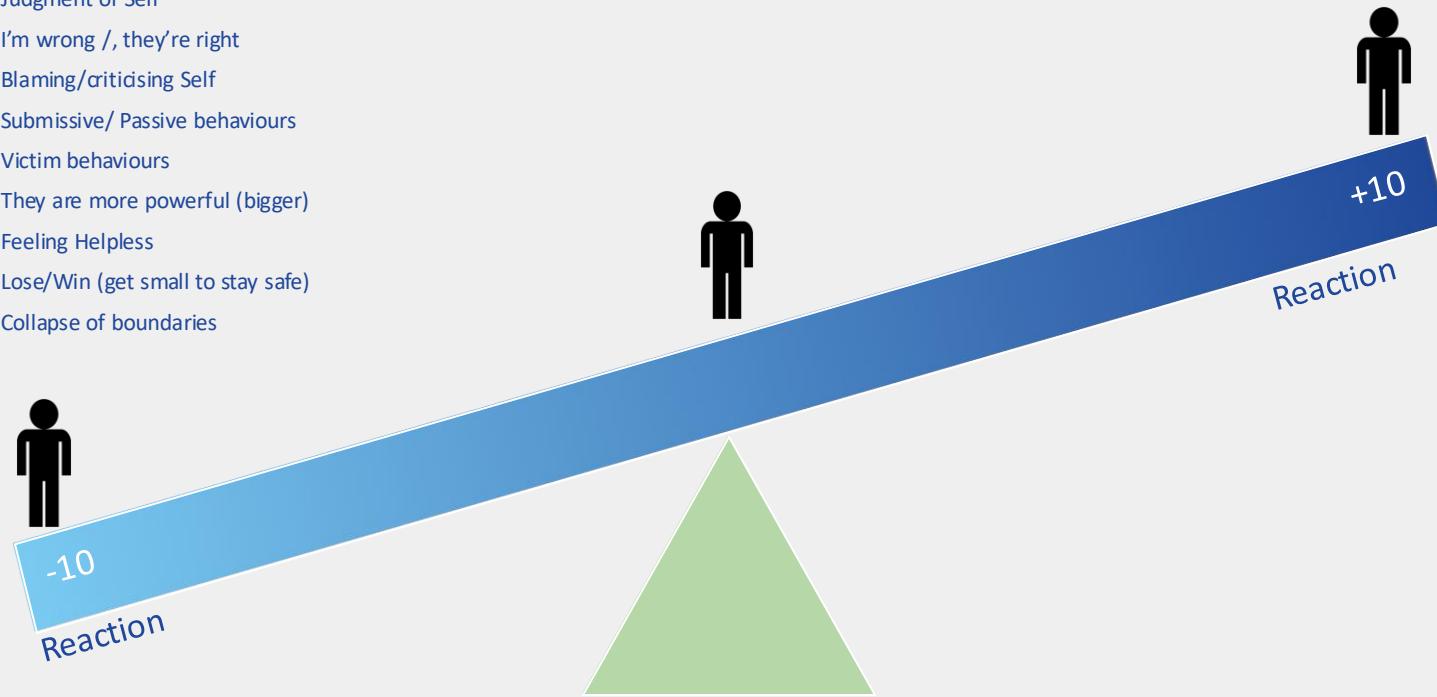
Havard Negotiation Project



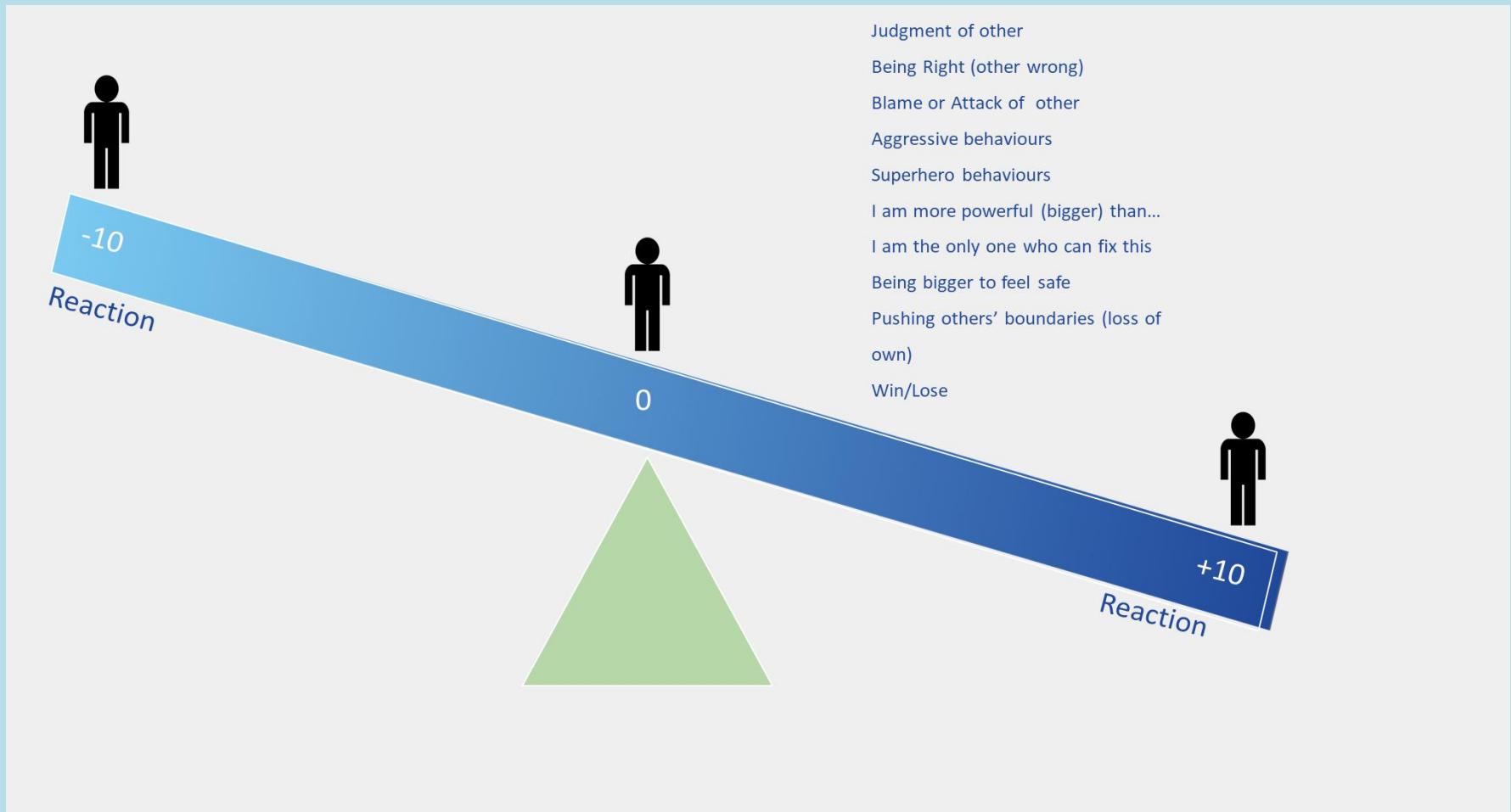
Self Care – knowing ourselves

Judgment of Self

- I'm wrong /, they're right
- Blaming/criticising Self
- Submissive/ Passive behaviours
- Victim behaviours
- They are more powerful (bigger)
- Feeling Helpless
- Lose/Win (get small to stay safe)
- Collapse of boundaries



Self Care – knowing ourselves



Exercise

Visualise yourself at your strongest

What resources tap into your best, strongest version of self?

Think about a challenging situation – what are your triggers?

How have you/can you use your heart oxygen mask to protect you?



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JAGS



Understanding/appreciating that we are all working together with the same aim - wanting the best for the child and family – seeing the strengths that we have as a whole

Having challenging conversations in a safe space – having space to discuss openly – a space to reflect – an honest space

Sharing worries openly

Learning about a child – strengthening understanding about a child

A chance to hear each other - hearing multiple perspectives

Validating & sharing feelings



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Filling the Oxygen Tank

🏆 Let go of perfect – good enough for now – safe enough to try

🌳 Safe spaces are brave spaces

🔒 Boundaries

💡 Stay curious

🌐 When triggered – calm your nervous system first

🧠 Lean in – trust yourself

💎 Recognise the difference between impact and intent (our intent is positive, but our impact may not be (worth and self – esteem – systems perspective - Dekker)



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Child Safeguarding Practice Review Panel: Learning Support & Capability Project

- Normalise emotional conversations – encourage open dialogue about emotions in team meetings and learning sessions
- Embed emotional support in policy
- Provide access to support services
- Promote peer to peer emotional support
- Evaluate and monitor impact



research
in practice

"It's ok you know"
said the
horse



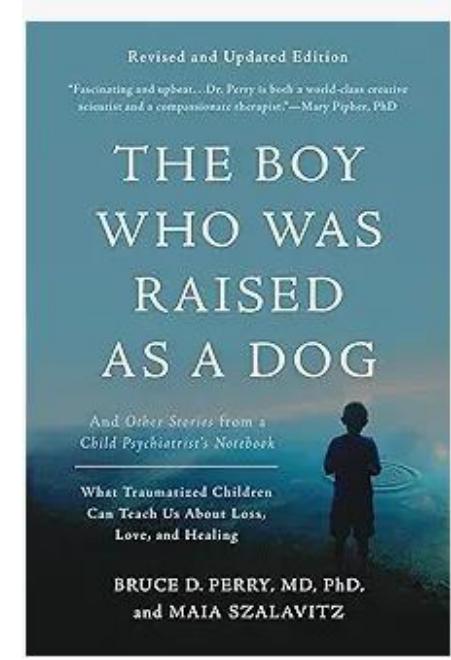
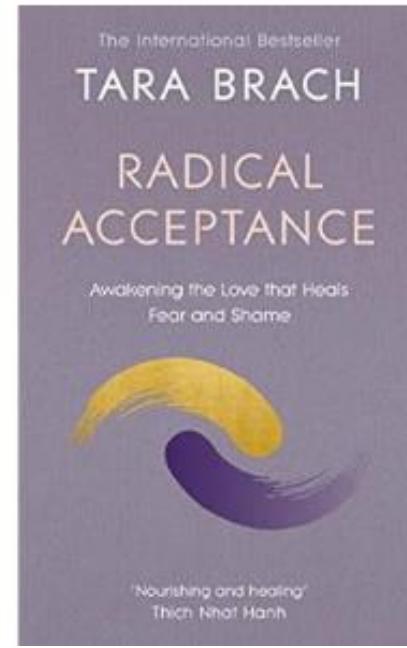
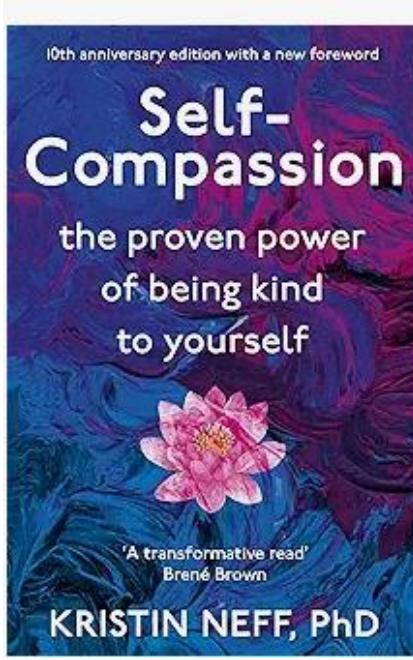
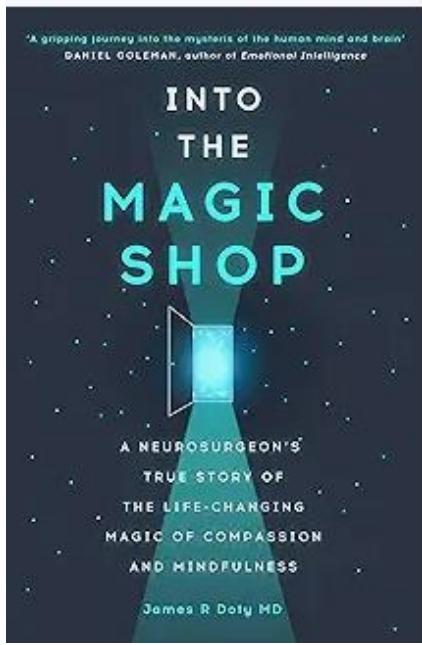
"...nor to feel ok."

"What is the bravest thing
you've ever said?" asked
the boy.



"Help," said the horse.

Some Good Reads



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The Alphabet of the Heart

(James Doty)



Compassion
Dignity
Equanimity
Forgiveness
Gratitude
Humility
Integrity
Justice
Kindness
Love



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Please
provide
some
feedback

