

# Communities of Practice

Norfolk Children's Social Care – Where Relationships Matter



( NAMES OF PRESENTERS )

# Welcome!

**Please put your camera on.**

**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!**



# So, what is a Community of Practice?



- Communities of practice are groups of people who share a concern or a passion for something they do and learn how to do it better as they interact regularly'
- **The Community in essence is you!**
- Members of the community must still maintain their professional identity, however they value their collective competence and learn from each other.
- They promote their community of practice to those around them who share the drive and ambition – e.g promoting best outcomes for vulnerable adolescents.

# The Community



The community engages in joint activities and discussions, help each other, problem solving and share information.



They build relationships that enable them to learn from each other; they care about their standing with each other.



Having the same job or the same title does not make for a community of practice unless members interact and learn together.



Members of a community of practice do not necessarily work together on a daily basis.

# The 5 provocations to use in every conversation...

...to ensure that we are working as an effective community of practice we should always consider the following questions in our practice...



**Have we really heard the young person's voice?**



**Who is the worker who best advocates for the child?**



**Would this be good enough for my child?**



**Do we manage risk for the young person or give in to the concerned professional?**



**Have we done everything we can to enable the young person to flourish?**

# The Practice

- Members of a community of practice are practitioners.
- They develop a shared repertoire of resources: experiences, stories, tools, ways of addressing recurring problems—in short, a shared practice.
- This takes time and sustained interaction.
- The development of a shared practice may be a concerted effort to collect and document the lessons they have learned into a knowledge base and shared repertoire of practice Joint case working
- Mapping knowledge, identifying gaps reusing assets
- Growing in confidence and joint case working



# COP recording with Katie

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Recorded by

Katie Greaves

Organized by

Katie Greaves

# Break out room reflection

TELL  
US **WHAT**  
**YOU** THINK...



15 mins



Outcomes...



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# The Five Key Take Aways

- This is an approach and not a product
- It keeps the child at the centre of all work
- It is effective and efficient
- It's all about relationships
- It won't work without all of you!

# Examples of Communities of Practice

- Joint Agency Group Supervisions – Focus on the team around the child
  - SEND Professionals COP (Learning and Inclusion) – for professional learning, networking, guest speakers etc.
  - Trauma Informed Practice In Education COP- Virtual School – guest speakers, networking, training, Padlet, peer to peer support.
  - The Transformation Community – teams COP communication, conferences and networking/ training opportunities
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