

# Children's Services Practice Week

Monday 21 to Friday 25 November 2022

The Power of Positivity  
Celebrating Strengths in Norfolk



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# Introduction.



Welcome to our November 2022 Practice Week. This partnership event focuses on 'The Power of Positivity- celebrating strengths in Norfolk'. It contributes to a collective endeavour to use strengths-based approaches to enable children and young people in Norfolk to **FLOURISH**. We'll be hearing from a variety of speakers from across the Norfolk children's workforce, as well as gaining

a national perspective on how we can further develop our practice and hearing from young people and families about how taking strength-based approach makes a real difference to them. We look forward to a really inspiring week!

For those of you who've not yet experienced practice week, we make it easy to attend this fully funded event by delivering a variety of short online events, hosted through Microsoft Teams. There is something for everyone. All the links are included in this brochure, so you just need to set aside the time for the session or sessions you want to attend and click on the link to join.

We particularly want to highlight our thought-provoking midweek conference – 'Growing up with safety, stability and love', with guest speakers; Josh MacAlister, who led on the recent Independent Social Care Review and Professor Jane Barlow from the University of Oxford. This provides a great opportunity to hear about their work and how we might implement their findings to positively impact services in Norfolk. We would encourage everyone to attend. Booking is through Eventbrite, all the information you need is in the brochure. You will get a confirmation email sent to your inbox when you book.

We really hope you enjoy this practice week and that it makes a positive difference, whichever role you are in and whatever agency you work for. Please fill out the evaluation forms for the sessions you attend so we can continue to design these weeks to support, revitalise and invigorate practice with children, young people, families and carers across Norfolk.

## Sara Tough

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

# At a glance timetable of the week.

	Monday	Tuesday	Wednesday	Thursday	Friday
<b>9.30am - 10.30am</b>	<b>What is strength-based practice?</b> Andrea Brown and Steph Askew <a href="#">Join here</a>	<b>Attendance is Everyone's Business</b> Katie Griffiths <a href="#">Join here</a>	<b>The power of partnership working</b> Laura Gavrilu, Wendy Jones, Tanya Ingram <a href="#">Join here</a>	<b>Flourish and direct work with young people and families</b> Matthew Reading, Polly Kane <a href="#">Join here</a>	<b>What is positive behavioural support?</b> Hannah Riches <a href="#">Join here</a>
<b>11am - 12noon</b>	<b>Using Flourish to plan, prioritise, and evidence</b> Matthew Reading and Polly Kane <a href="#">Join here</a>	<b>Resources to support strengths-based practice</b> Lorna Wren <a href="#">Join here</a>	<b>Promoting a culture of welcome and inclusion</b> Tanya Ingram, Alice Ndiaye <a href="#">Join here</a>	<b>Poverty, fuel and food insecurity</b> Dominic Watters <a href="#">Join here</a>	<b>Through the eyes of the family</b> Tracey Sismey, Nicola Baxter <a href="#">Join here</a>
<b>12.30pm - 1.30pm</b>	<b>Research in Practice resources to support our practice</b> Geoff Owen <a href="#">Join here</a>	<b>Strengths-based activities for direct work with children and young people</b> Michelle Dunsire, NCC <a href="#">Join here</a>		<b>How Norfolk's Neglect Champions can support our families to flourish</b> Michelle Dunsire, NCC Sharon Moore, NSCP <a href="#">Join here</a>	<b>It's not just a job</b> Colin Dutton, Bex Brown, Norfolk Constabulary <a href="#">Join here</a>
<b>2pm - 3pm</b>	<b>Youth-led social action</b> Holly Dowsing, Naomi Kent <a href="#">Join here</a>	<b>Supporting children from socially disadvantaged backgrounds with speech, language and communication</b> Olivia Ince, Zoe Maufe, NCC <a href="#">Join here</a>	<b>2pm-5pm Conference:- Growing up with safety, stability and love</b> Sara Tough, Josh MacAlister, Professor Jane Barlow <a href="#">Register to attend here</a>	<b>Unlocking Greatness – Using the Nurtured Heart Approach® to embrace the inner wealth of children and young people</b> Julie Mears, Kirsty Pitcher, Sharon Matthews <a href="#">Join here</a>	<b>Helping Dads find their strengths</b> Travis Britton, NCC <a href="#">Join here</a>
<b>3.30pm - 4.30pm</b>	<b>Strengths-based education</b> Alex Griffiths <a href="#">Join here</a>	<b>Person-centred planning</b> Kirsty Daniels, NCC <a href="#">Join here</a>		<b>Communities of practice</b> Debby McKechnie, Nicola MacKinnon, Katie Greaves <a href="#">Join here</a>	
<b>5.30pm - 6.30pm</b>	<b>What a good transition looks like</b> NiCC, CYP Participation Team <a href="#">Join here</a>	<b>The strength of young people's voices</b> Children and young people, Paul Webb <a href="#">Join here</a>		<b>Youth Strategy workshop</b> Paul Webb <a href="#">Join here</a>	



# Monday

## 21th November

### What is strengths-based practice?

Time: 9.30am – 10.30am

Presenter: Andrea Brown & Steph Askew, NCC

Strengths-based practice is a phrase that comes up often when we talk about our ways of working in Norfolk. This session starts the week by providing an opportunity to hear what that means from a number of different perspectives – Children’s Services staff, partner agencies and young people themselves – and we’ll share ideas and discuss what it means for you in your work.

[Click here to join the meeting](#)

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### Using Flourish to plan, prioritise and evidence

Time: 11am – 12pm

Presenter: Matthew Reading & Polly Kane, NCC

Flourish is the key ambition overarching all work with children and young people in Norfolk. In this workshop we will think together about how we can use it to build our skills in planning, prioritisation and use of evidence to achieve better outcomes for children and young people. We will take a strengths-based approach and will develop ideas about how it can be applied to your day-to-day work.

[Click here to join the meeting](#)

### Research in Practice resources to support our practice

Time: 12.30pm – 13.30pm

Presenter: Geoff Owen, Research in Practice

Discover the large amount of resources and learning opportunities available to you as part of Norfolk’s partnership with Research in Practice. The session will focus on resources on strengths-based practice.

[Click here to join the meeting](#)

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### Youth-led social action

Time: 2pm – 3pm

Presenter: Holly Dowsing and Naomi Kent, Ormiston Families

This session, delivered by the #WeWill team at Ormiston Families, looks at youth-led social action in schools and the impact on wellbeing in young people. The workshop aims to raise awareness of the importance of delivering youth-led initiatives in schools, the impact of being led by the strengths of the young people and an outline of a current project taking place. Participants will have an opportunity to reflect on current practice and plan for future opportunities.

[Click here to join the meeting](#)

### Strengths-based education

Time: 3.30pm–4.30pm

Presenter: Alex Griffiths, Headteacher of Brooke and Hempnall Primaries

Find out how a learner-centred approach to teaching helps students identify, articulate, and apply their skills to maximise their learning. Consider individualised strength-based techniques for different learner needs. This workshop is for all those who work in schools, support schools and settings or children who are attending a school or setting.

[Click here to join the meeting](#)

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### What a good transition looks like

Time: 5.30pm – 6.30pm

Presenter: Members of Norfolk’s in Care Council, supported by the NCC Children and Young People’s Participation Team

We all know that young people face a lot of transitions during their care journey. As practitioners we endeavour to make these transitions as positive an experience as possible. Good transitions should be an ongoing process rather than a single event and tailored to suit the individual’s needs. Join members of Norfolk’s in Care Council (NiCC) for this session looking at what a good transition looks like from a young person’s perspective.

[Click here to join the meeting](#)

# Tuesday

## 22th November

### Attendance is everyone's business

Time: 9.30am – 10.30am  
Presenter: Katie Griffiths, NCC

School life provides a crucial platform where the critical components of healthy development can be nurtured. It is not just a place of academic learning; it is somewhere to belong, to achieve, to have meaning and purpose and is an arena for social and emotional development in preparation for adulthood. In this session we will cover the basics of good attendance practice, how this is aligned with the new Department for Education (DfE) guidance 'Working together to improve school attendance' and how this is being developed through the Norfolk County Council Attendance Strategy.

### Click here to join the meeting

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### Resources to support strengths-based practice

Time: 11am – 12pm  
Presenter: Lorna Wren, CareKnowledge

Lorna will run through a demonstration of CareKnowledge to highlight some of the content available to you around strengths-based practice, and also equality and inclusivity. You will be shown how to navigate around the service, the quickest routes to finding relevant information. It will also touch on how social workers can log any learning towards their continuing professional development

(CPD) and in turn how to load it onto Social Work England. This workshop aims to give each individual a better understanding of how to use CareKnowledge both alongside their current caseloads and also to support their ongoing learning and development.

### Click here to join the meeting

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### Strengths-based activities for direct work with children and young people

Time: 12.30pm – 1.30pm  
Presenter: Michelle Dunsire, NCC

Find out how, with the right resources, you can ensure your interactions with children and young people help build their confidence, draw out their strengths, as well as being fun! This workshop is for all those who want to improve their relationship-based practice with young people.

### Click here to join the meeting

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### Supporting children from socially disadvantaged backgrounds with their speech, language and communication

Time: 2pm – 3pm  
Presenter: Olivia Ince and Zoe Maufe, NCC

In this workshop, we will explore the links between social disadvantage and Speech, Language and Communication Needs (SLCN). We will discuss how we can use strength-based practice to support children and young people with SLCN and create a more inclusive way of working.

### Click here to join the meeting

### Person-centred planning

Time: 3.30pm – 4.30pm  
Presenter: Kirsty Daniels, NCC

We will be looking at the use of person-centred tools to support meaningful consultation and participation with young people. Person centred planning places the young person and their family at the centre of planning and transition work and utilises visual strategies for information sharing. It is for the child and is all about them – what their strengths are, what dreams and goals they might have and how we can start to work towards their goals together. This session will get you reflecting on what makes a review or planning meeting person centred as well as some of the challenges and benefits of using person centred approaches with children, young people and the adults supporting them.

### Click here to join the meeting

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### The strength of young people's voices

Time: 5.30pm – 6.30pm  
Presenter: Young people supported by Paul Webb, NCC

We will hear from a number of young people whose voices influence decision making and key priorities in Norfolk and learn how different groups have shaped change for young people. The session involves young people from Norfolk's: Youth Advisory Boards (YABs), Youth Parliament members, Members of Norfolk in Care Council, The DRAGONS and the Young Carers Forum.

### Click here to join the meeting

# Wednesday

## 23rd November

### **The power of partnership working**

Time: 9.30am – 10.30am

Presenter: Laura Gavrilă, Wendy Jones and Tanya Ingram, NCC

Laura and Wendy will aim to bring to light and make sense of the diverse nature of the private fostering arrangements and its applicability in supporting minors from Ukraine who are not accompanied. We will also be considering the different safeguarding issues, by focusing on an analysis on the characteristics of the arrangements as well as on the support that is available within the partnership network. Tanya will give an overview of the support the English as an Additional Language (EAL)/Ethnically Diverse Communities (EDC) team, in liaison with the People from Abroad Team, is providing to schools who have welcomed children on the Ukraine on the Home for Ukraine scheme or who have arrived via family visas.

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

### **Promoting a culture of welcome and inclusion**

Time: 11am – 12pm

Presenter: Tanya Ingram & Alice Ndiaye, NCC

Advisers from the Learning and Inclusion Team will explain the work that is being done in collaboration with other teams and organisations to support children from ethnically diverse communities in schools. This includes: promoting anti-racist practice; improving English as an Additional Language (EAL) provision and reflecting diversity; celebrating and harnessing children's language skills via the Young Interpreter scheme; fully-funded provision of interpretation services; supporting schools to achieve School of Sanctuary status and take part in the Day of Welcome; and supporting schools with refugee pupils.

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



# Conference.

## Growing up with safety, stability and love

Time: 2pm – 5pm

Introduction: Sara Tough

### Presentation



**Sara Tough,**

Executive Director of Norfolk Children's Services and Chair of Norfolk Children and Young People Strategic Alliance (CYPSA)



**Josh MacAlister,**

Chair of the Independent Review of Social Care Reform



**Professor Jane Barlow,**

University of Oxford

This Practice Week Conference is an opportunity for practitioners and managers across the partnership to hear about the current national perspective and research on growing up with safety, stability and love and use it to think about how we might reset our local systems to better support our children, families, carers and communities.

We will together explore how we can ensure every child has loving and nurturing relationships in a society that values emotional wellbeing and consider how the first 1,001 days from pregnancy forms a critical foundation for a healthy and fulfilling life. We also be reflecting on the findings of the independent review of social care, paying particular attention to the voices of those with lived experience which were fundamental to the review. We will consider together how, as a partnership, the Norfolk children's workforce will utilise our strength-based practice in taking forward the learning and recommendations.

Jane Barlow (DPhil, FFPH Hon) is Professor of **Evidence-Based Intervention and Policy Evaluation** at the Department of Social Policy and Intervention, University of Oxford. Jane's research focuses on developing and

evaluating interventions, during pregnancy and the postnatal period, aimed at promoting infant mental health. She also undertakes research to evaluate the effectiveness of interventions aimed at preventing child abuse. She is currently President of AIMH UK, Affiliate Council Representative of the Executive Board of World Association for Infant Mental Health (WAIMH), an Associate Editor for the Infant Mental Health Journal, and was a member of PreVAiL (Preventing Violence Across the Lifespan). Josh MacAlister, a former teacher, founded England's largest social work charity Frontline in 2013 and led it for eight years before leaving this role to chair the **Independent Review of Children's Social Care**.

Josh led the review with a focus on hearing from those with lived experience of and thinking afresh about how we support children to grow up with safety, stability and love. The review concluded in May 2022 and set out a radical plan to reset children's social care so that it backs those who love and care for children- families, communities and then the care system itself. Josh lives in Cumbria with his husband and two dogs and is a rookie member of a local Mountain Rescue Team.

**Register to attend here.**

# Thursday

## 24th November

### **Flourish and direct work with young people & families**

Time: 9.30am – 10.30am  
Presenter: Matthew Reading & Polly Kane, NCC

Flourish is the key strategy overarching all the work we do with children and young people in Norfolk. In this workshop we will think together about how we can use it to build your skills in direct work with children and young people. We will take a strength-based approach and will develop ideas about how to enhance direct work by using Flourish and its focus on impact and outcomes.

[Click here to join the meeting](#)

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### **Poverty, fuel and food insecurity**

Time: 11am – 12pm  
Presenter: Dominic Watters, Aka @SingleDadSW

This session provides a practical understanding of food poverty and food insecurity, the impact it has on the people we serve, and the challenges for practice and community engagement. This learning will enhance your practice with some of the most disadvantaged and marginalised families during the cost-of-living crisis.

[Click here to join the meeting](#)

### **How Norfolk's neglect champions can support our families to flourish**

Time: 12.30pm – 1.30pm  
Presenter: Michelle Dunsire, NCC and Sharon Moore, NSCP

Join Sharon and Michelle for an overview of the neglect champion role and hear directly from some of Norfolk's neglect champions about their work. This is an opportunity to find out more about how the champions are supporting Norfolk's Neglect Strategy.

[Click here to join the meeting](#)

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### **Unlocking Greatness – Using the Nurtured Heart Approach® to embrace the inner wealth of children and young people**

Time: 2pm – 3pm  
Presenter: Julie Mears, Kirsty Pitcher and Sharon Matthews, Benjamin Foundation

Join us to be introduced to the Nurtured Heart Approach® and discover how it can be used when working with children and young people. Find out how The Benjamin Foundation uses the approach in their day-to-day work and how it impacts on children, young people and families (including those with complex and intensive support needs). See too how it has shaped The Benjamin Foundation's culture and ethos and how it influences the way we work with colleagues and partner agencies.

[Click here to join the meeting](#)

### **Communities of practice**

Time: 3.30pm – 4.30pm  
Presenter: Debby McKechnie, Nicola MacKinnon & Katie Greaves, NCC

See a community of practice come to life through hearing from the experiences of facilitators and participants of established communities of practice. Participants will be able to ask questions and seek support in how to become a community of practice and the benefits this way of working has for children, their families, and the professional network.

[Click here to join the meeting](#)

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### **Youth Strategy workshop**

Time: 5.30pm – 6.30pm  
Presenter: Paul Webb, NCC

This session will present Norfolk's Partnership Youth Strategy and how it was co-produced to link up youth organisations across the county. The workshop will cover: why we need a youth strategy; how it was co-produced; how young people's participation was fundamental; young people's needs assessments; and youth sector shared priorities for 2022-2027.

[Click here to join the meeting](#)

# Friday

## 25th November

### **What is Positive Behavioural Support?**

Time: 9.30am – 10.30am  
Presenter: Hannah Riches, NCC

Learn what Positive Behaviour Support (PBS) is and how it works. You will be introduced to how it can support and benefit children, young people and families that display behaviours that challenge. It will also explore how Adult Social Services are embedding a PBS approach across their Learning Disability Services, how other county councils have been utilising PBS and what is available if you want to learn more about this approach.

[Click here to join the meeting](#)

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### **Through the eyes of the family**

Time: 11am – 12.30pm  
Presenter: Tracey Sismey and Nicola Baxter, Family Voice Norfolk

The session will cover family insight into: relationship building, listening to understand, and honest communication. Delegates will gain insight into what a strengths-based approach feels like from a family's point of view.

[Click here to join the meeting](#)

### **It's not just a job**

Time: 12.30pm – 1.30pm  
Presenter: Colin Dutton and Bex Brown, Norfolk Constabulary

This two-part session which will commence with a look at how Norfolk Constabulary have operated a person centered, strengths-based approach to working with children and young people through the cadets' scheme and virtual work experience. Part two focusses on the strengths-based approach undertaken to prevent and divert children away from the criminal justice system in partnership with youth justice colleagues.

[Click here to join the meeting](#)

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### **Helping Dads find their strengths**

Time: 2pm – 3pm  
Presenter: Travis Britton, NCC

In this workshop, we will explore what barriers get in the way of Dads finding their strengths and sharing some new research around the biology of dads. We'll also discuss what can be gained from Dads to help their children Flourish. There will be opportunities to look at some case studies from 'Dads Matter – Impact of Strength based approach in Dads' and discuss and share ideas.

[Click here to join the meeting](#)

# About the presenters.

## **Steph Askew**

Steph is a Senior Special Educational Needs and Disabilities (SEND) Advisor in the SEND Strategic Improvement Team. Prior to joining Norfolk County Council, she was a senior leader and Special Educational Needs Co-ordinator (SENCo) in a large primary school. Her role sits in the Learning and Inclusion department of Children's Services and her areas of responsibility include facilitating and leading work focused on early effectiveness.

## **Nicola Baxter**

Nicola is the Communications Lead at Family Voice Norfolk, the parent carer forum for our county, representing the views of parent carers with children or young people aged 0–25 with special educational needs and/or disabilities (SEND).

## **Travis Britton**

Travis is a Dads Matter facilitator, which is part of the Intensive and Specialist Support Service within Children's Social Care at Norfolk County Council.

## **Andrea Brown**

Andrea is the Strategic Practice Development Lead for Norfolk County Council's Children's Services.

## **Bex Brown**

Bex is the Child and Young People Inspector for Norfolk Constabulary. Bex has 27 years' service and has experience in child protection, having worked many years in the child abuse investigation unit and the Multi-Agency Safeguarding Hub (MASH). Bex's favourite day of the week is Friday because that is fizzy Friday!

## **Kirsty Daniels**

Kirsty is an Educational Psychologist; she completed her Doctorate in Educational Psychology at the University of Southampton. She has experience of working with school children across the school age range as a learning support teacher. Kirsty has interests in the application of positive psychology to help adults and children achieve their potential; inclusive approaches in schools and communities, and in particular the impact of belonging on social, emotional, and academic development.

## **Holly Dowsing**

Holly is the Programme Co-Ordinator for #WeWill Ormiston Families. Having previously worked as a primary school teacher across Norfolk and Essex, Holly has now been with Ormiston Families for two years, delivering mental health champion training to adults, as well as leading on the day-to-day running of the #WeWill service.

## **Michelle Dunsire**

Having been a social worker since 2009, Michelle has a wealth of experience and is very conscious of how important it is to ensure all practitioners from all agencies have a good understanding of neglect and its impact on children and young people. In her role now as Principal Social Worker, she can link with partner agencies to ensure our neglect strategy is implemented effectively.

## **Colin Dutton**

Colin is a JNC (Joint Negotiating Committee) qualified youth worker with over 10 years' experience of working with young people within the education, charity and campaigning sectors across the UK. In his work, Colin has a particular passion for youth participation, lifelong learning, and outdoor education; outside of work he will be wherever his two children will be.

## **Laura Gavrilu**

Laura is the Head of the Fostering Service in Norfolk County Council's Children's Services.

## **Katie Greaves**

Katie started life as a social work assistant in Adult Social Services before moving into Children's Services on qualifying as a social worker in 1999. She has worked in various teams, before settling in fostering and adoption. Katie has also been a Fostering and Adoption Panel Advisor for three years and has a strong interest in reflective peer group supervision and multi-agency systemic working.

### **Alex Griffiths**

After three years as Headteacher at Brooke Primary, Alex joined Hempnall to develop the new partnership of the two schools together in September 2021 as Executive Headteacher. He splits his time equally between the two schools and considers himself very fortunate to be able to do a job he loves in two amazing, similar yet distinctly different, schools!

### **Katie Griffiths**

Katie is the Attendance and Entitlement Manager in the Learning and Inclusion service within Norfolk's Children's Services. She has been in this role for seven years, previously having worked as an Attendance and Entitlement Officer in the Great Yarmouth area.

### **Olivia Ince**

Olivia is a qualified Speech and Language Therapist working in the New Roads Service based at the Norwich Hub. The New Roads Service is an adaption of North Yorkshire County Council's No Wrong Door model and is part of the Resources, Residential and Family Outreach Services within Children's Social Care at Norfolk County Council.

### **Wendy Jones**

Wendy is the team manager for the fostering recruitment team at Norfolk County Council's Fostering Service, which also oversees the private fostering arrangements.

### **Tanya Ingram**

Tanya has a teaching background and is Manager of the EAL/ EDC (English as an Additional Language / Ethnically Diverse Communities) Advisory Team at Norfolk County Council's Children's Services. The team supports schools to make the best provision for children who have EAL, including refugee cohorts and asylum seeker children.

### **Polly Kane**

Polly is the Business Lead for Children and Young People Strategic Alliance (CYP SA), 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.

### **Nicola MacKinnon**

Nicola is the advisor for children with a social worker within the Virtual School within Norfolk County Council's Inclusion and Opportunity service. Nicola is a qualified teacher and has worked for Children's Services for eight years across different teams before joining the Virtual School to support with the new strategic duties for children with a social worker. Nicola has a great interest in trauma-informed practice and cross service collaboration.

### **Naomi Kent**

Naomi is a Senior Youth Support Worker for #WeWill Ormiston Families. She previously worked with young people as a teaching assistant in primary schools in Derbyshire, then as a mental health caseworker at the charity MIND, before joining Ormiston Families to initially support vulnerable young women. She now runs the #WeWill service in schools across Great Yarmouth.

### **Sharon Matthews**

Sharon is the Director of Operations at The Benjamin Foundation. Initially a Nurtured Heart Approach sceptic she is now an outspoken advocate for the approach. Sharon has worked at The Benjamin Foundation for more than 15 years but before that she was a high school teacher - and wishes very much she had had more of the Nurtured Heart toolkit to hand when she was in a classroom with 30 boisterous 14-year-olds!

### **Zoe Maufe**

Zoe is a qualified Speech and Language Therapist working in the New Roads Service based at the Dereham Hub. The New Roads Service is an adaption of North Yorkshire County Council's No Wrong Door model, which is part of the Resources, Residential and Family Outreach Services within Children's Social Care at Norfolk County Council.

### **Debby McKechnie**

Debby is the Strategic Adviser for Corporate Parenting at Norfolk County Council's Children's Services. She has worked with children and families for 39 years, within early years, early years inspection, further education, education welfare and children's social care. She has a particular interest in organisational development, strategic leadership, and scrutiny.

### **Julie Mears**

Julie has spent her life working with children and young people, particularly providing emotional wellbeing support. She uses the Nurtured Heart Approach to help children in developing strengths-based strategies to manage issues such as anxiety and also to recognise their unique greatness. She is an Advanced Nurtured Heart Trainer at the Benjamin Foundation and has trained hundreds of families and professionals, helping them recognise what is going right in every situation and teaching the principles of 'reset'.

### **Sharon Moore**

Sharon is the Norfolk Safeguarding Children Partnership Workforce Development Officer and has been supporting the Neglect Strategy Implementation Group with training and learning opportunities around neglect. Her role includes supporting the development of the Neglect Champions.

### **Alice Ndiaye**

With a background working in primary schools, study support and improving health and wellbeing outcomes for schools, Alice is an Inclusion Adviser for Early Intervention and Prevention (EIP) at Norfolk County Council's Children's Services, working with educational settings to create a culture and offer a curriculum that supports statutory duties.

### **Geoff Owen**

Geoff is Head of Partner Engagement at Research in Practice, which supports evidence-informed practice with children and families, young people and adults. Geoff's work focuses on developing, maintaining and strengthening the relationships between Research in Practice and its network of partners.

### **Kirsty Pitcher**

Kirsty is Chief Operating Officer at The Benjamin Foundation. Kirsty first received training in the Nurtured Heart Approach in 2013 and has since become an advanced trainer working with young people, parents, carers, and professionals. She is passionate about the transformation that can occur using this approach to build strong relationships and inner wealth, whether that is in families, in schools, with your colleagues or within yourself.

### **Matthew Reading**

Matthew is Strategy and Partnership Implementation Lead within the Communities and Partnership directorate at Norfolk's Children's Services. He is leading on the roll out of Flourish across the council and its partner agencies. Previously he was Head of Social Work in King's Lynn and West, and then Head of Family Support in King's Lynn and Breckland. He has held various leadership roles in children's services over the last 15 years and qualified as a children's social worker in 2001.

### **Hannah Riches**

Hannah is the Learning and Development Consultant for Learning Disabilities and Autism at Norfolk County Council's Adults' Services. Hannah used to be a teacher who worked predominately with students with special educational needs and/or disabilities (SEND) and has run projects for Mencap, namely the Gig Buddies project. She has a wealth of professional and personal experience supporting autistic people and people with learning disabilities of all ages.

### **Tracey Sismey**

Tracey is Chair at Family Voice Norfolk, the parent carer forum for our county, representing the views of parent carers with children or young people aged 0-25 with special educational needs and/or disability (SEND).



# Thank you.

Thank you to all those involved in creating such a special week of learning events. And of course, a special thanks goes to the amazing young people taking part. You inspire us all to keep learning and improving the way we work.

## Dominic Watters

Aka @SingleDadSW, is a single parent who lives in a deprived council estate block while raising his daughter. He has spoken at BASW 50th festival, written powerful articles about his living experience of poverty and has also released his first book. Social work professional bodies have used his definition of food insecurity to challenge policy. Dominic informs a deeper awareness and understanding of the impacts of fuel and food insecurity.

## Paul Webb

Paul is Strategic Lead for Youth and Participation at Norfolk County Council's Children's Services. Paul is qualified youth worker has 17 years of experience in youth work practice and management, particularly playing a key strategic role in the progression and development of Norfolk's Youth Advisory Boards (YABs). Paul is responsible for leading and coordinating our internal Participation Strategy, as well our partnership approach to developing a sector wide Youth Strategy.

## Lorna Wren

Lorna is an Account Manager for CareKnowledge, which provides online resources with the aim of placing professional development at the heart of social care practice.





Norfolk County Council

