Challenges - Other Challenges- what else should we consider?

Pre Event

Ensuring all partner agencies are on board and working together collaboratively.

In the work we are doing 3 things are coming to the fore.
1. Knowledge and adjustment for Neurodivergence, Trauma responses and SLD
2. Professionals knowledge of Brain development and emotional regulation.
3. Inclusion of families in planning and decision making could be increased.

Event Discussion

More collaborative events where agencies can meet and share good practice Committed long term govt funding

Culture shift needed. Participation can be seen as extra

Support for Kinship families/ carers Who helps the helpers? Deciding which placements is best for the young person

No universal approach at the minute. Would be good to have a universal/ uniformed approach so that we are singing from the same song sheet

Understanding different participation models

Only finding out things in way that suits professional/ organisations

Parity of power in participation

Develop a competency framework (if not already developed) to help map staffs levels of training and awareness around key topics. This will help identify priorities and how much staff have progressed in their CPD over the years.

moving away from senior leaders/ Scot gov/ councils etc thinking that showing sympathy and pity is listening

Workforce need supporting. Reduce short term funding - joined up thinking

Facilitation skills training for workforce. 2 peer mentors to support service design

Gaps in Support - Full family support Managers/ Coordinators etc cant provide this can be intensive

Participation of people who do not use words to speak

Lack of information for parents/ carers

The "we said / you did" needs acted out

Agreed staff need long term investments to help create lasting changes

Workforce development - participation is everyones work. Offer the How

Local Authorities varying levels of interest/ commitment to system change

Top down from MP's down in terms of culture shift

Paid Participations - would be good to understand what others do

On registering participants were asked to highlight the challenges they face around Voice.
These challenges were then used to form the discussion at the World Cafe.