

Challenges - Joint Working

Pre Event

Successfully working 'across services' can be challenging

ensuring transitions from high school to next destinations (college / uni) are smooth, especially for those who have additional support needs

Transition support

.In South Lanarkshire we have implemented a whole family support early intervention model which aims to keep families together by supporting the whole family as early as possible for as long as required. We have a number of teams which are focused on supporting children and young people when they can no longer remain with their parents and require other care arrangements / supports. These teams are still developing and are evolving in response to the identified need of those children and young people in our area. This change takes time and careful planning, and also requires buy in from partners to make it successful.

Young people and families' experience of support can differ significantly depending on where they live, we want to support the workforce to get it right and to have all the resources they require to give the right support, when young people and families need it.

Event Challenges

All want the best for YP but coming from different perspectives

Lack of clarity and understanding across services

Start with relationship building and visioning before any interventions to build trust

Differing priorities or interpretations of policy which makes interdisciplinary work challenging

Shared language, understanding training - can get stuck in own agency

Need to review the school/ education system - too many part-time time tables

Shared vocabulary

Openness to accept the challenge of joint working, flexibility: space openness : time

The hot potato of pushing back and not accepting shared responsibility because the system isnt there to support each other - so we can turn against each other into fight or flight mode- creating further divide

TAF - Yes more 'Teams Around Family' meetings (from the start)

All services have different aims/ values, its who shouts the loudest that is heard

Allow opportunities to not work support knowledge and increase awareness t the actual work being done

When organisation has a rigid/ tight definition and another does not

How do we work respectfully together?

When coming from different perspectives and viewpoint - stat services often want to out trump

When new to post having no opportunities to network

When two corporate parents clash in their parenting styles and priorities

It is ok to clash but need to build professional relationship and come to shared agreement

Appetite to and understanding of risk varies widely across corporate parents (and families) and unless this is addressed joint working will be difficult

More partnership through shared spaces - informal diffusion of knowledge

Different agencies and sectors have different priorities and different ways of viewing the same problem- that's ok but we need to communicate and understand these better

Systems dont talk to each other and GDPR gets in the way of meaningful joint working

Words are a problem. People use the same ones to mean loads of different things and this means we will struggle to hear and understand each other

How do we ensure that different agencies recognise The Promise as relevant to their work

How do you know what you dont know? eg How to know which partners are relevant

Racism, discrimination within the education system - lack of response to challenge

Transitions between children and Adult services not equitable provisions in each service

Lack of shared vision/ purpose and co-created action plans

Lack of clarity about what potential partners have to offer. So many organisations, so many funding changes, how to sustain an accurate picture?

Understanding and utilising skills attributes in a truly multi disciplinary way, particularly across sectors

Be more open minded

Event Solutions

More operational learning opportunities across Scotland (not just leaders)

Make it happen! Approach colleagues, ask for their input, they usually and often say yes - often with no financial cost

CAKE!

Meaningful relationships authenticity helps joint working

Funding commonality- create charters to deliver

Ingredients matter!