**Reflective Space**

The Practice Improvement Team will facilitate a reflective learning space on the last Monday of each month. There will be a rota which will allow each team across Assessment & Intervention and Permanence to have access to this space.

A social worker may bring a case to discuss for a number of reasons for example they may feel stuck and don’t know how to move the case forward or they may not know of any other services that could be part of the plan. Whatever the reason there will be the opportunity to reflect for both the allocated SW and the other SW’s in attendance.

***The Process***

***Prior to the session ….***

* Within your individual teams one social worker will identify a case they wish to discuss
* The social worker will complete a short form and will need to return to the Practice Improvement Team on the Friday before the Monday session
* The social worker presenting the issue and at least 3 other members of the same team will attend the session (the session would not be able to go ahead with less than 3 other social workers)

***The format of the session ….***

* The social worker bringing the case will share their issue for approximately 5 minutes with no interruptions
* The other social workers will be able to ask clarifying questions for approximately 5 minutes
* The social worker who has brought the case will then observe the discussion amongst the other social workers but will not join in
* The other social workers will discuss the issue and make suggestions of what the SW could try. This discussion will take approximately 15 – 20 minutes
* The SW will come back to the group and reflect on what has been suggested and then share what ideas they will take forward
* The group will then reflect on the experience and share what they have found most useful about the process
* The Practice Improvement Team will make notes and share with the team following the session