**REFLECTIVE LEARNING**

**Reflecting on Safeguarding Practice**

**Good Social Work Practice**requires you to reflect regularly on your [standards](https://proceduresonline.com/trixcms1/media/5664/practice-standards-for-iros-and-cpas.pdf) of safeguardingpractice and on all aspects of your professional work. Reflection should occur as soon as possible following the event, to be contemporaneous and meaningful, even though the impact may occur a significant time after undertaking continuing professional development.

**The CP chairs primary focus** is to quality assure the safety planning and review process for each child.

**Core functions, tasks and responsibilities of the CP chair are:**

* To ensure that the conference and associated activity is child focused and the safeguarding of the child is paramount
* To ensure the voice of the child is heard and that any ascertained wishes and feelings of the child are given due consideration with lived experiences articulated
* To monitor and review the progress of plans and safeguarding arrangements
* To review the safety planning to ensure that it reflects the current concerns and needs of the child and that actions are timely, balanced against risk and safety, that they are achievable, and that contingency planning is in place
* To facilitate discussions, offer guidance, ask questions in the pursuit of clarity of threshold, levels of need and safety planning
* To monitor the performance of the safeguarding social work practice and highlight areas of inadequate, good and outstanding practice
* To monitor the performance of the multi-agency arrangements for safeguarding the child and ensure that they are compliant with relevant statutory guidance and our own West Sussex expectations – link practice standards timeliness
* To manage the safety and welfare of professionals, children and families and West Sussex staff in attendance at the conference
* To ensure that the meeting is conducted in a professional manner.

**Quality Assurance**

* Quality assurance is a focus on the required outcomes of processes and the impact they are having on children’s lives. Quality assurance in the child protection service is about placing an emphasis on quality of outcomes for children.
* This means that children and young people could participate and contribute and have their voices heard. It means that all persons involved in the conference are treated with dignity and respect and could contribute. It means developing effective plans to keep children safe that are reflective of need, that they are achievable and proportionate to risk. It means being creative but also sensible in planning and meeting the needs of children and their families.
* A main feature of the conference chair role is quality assurance activity. It is important that staff throughout the organisation understand the role of the conference chair and the value they bring through robust quality assurance. It is important that chairs work with social workers, that they in turn understand the boundary between operational responsibilities and independent scrutiny and that they take an appreciative enquiry approach to all quality assurance activity.

In order to effectively scrutinise case work and quality assure practice the child protection service is and should be independent of case work and operational managerial responsibility.

The chair has a responsibility for monitoring the progress of plans and quality of practice, in conference and in-between conferences. This ensures the best planning for children and prevents drift and delay. To ensure this responsibility is met to the highest standard the service must be transparent in its approach and recording. Quality assurance is not a tick list but rather an ongoing and continuous activity in conference and the monitoring of case work.

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| **Details of reflective discussion activity**   * Details of what prompted this reflection: e.g. why did you choose this child: |

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| **What was the learning need or objective that was addressed? (To discuss children who present as worrying or at significant risk)**   * How did the social work report and safety planning contribute to the concerns? * Was the professional input valuable and support your concerns? |

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| **What was the outcome of the conference? What was the scaling?**   * Do you consider that your safety planning met the [SMARTer planning](https://proceduresonline.com/trixcms1/media/9696/smarter-planning-five-minute-facts.pdf) requirements? (review together) * With the benefit of hindsight, what are your feelings about it? * How does this fit in with your current practice, understanding or attitudes? * Do you need to escalate / raise a dispute if not why not? * How can you incorporate any new understanding or skill you have into your day-to-day practice? |

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| **Further learning needs - In West Sussex we use the Jan Fook model of reflection in teams. This model helps us to identify the following:**   * Are you becoming more conscious of how you are working? This awareness enables you to try different approaches, based on the needs of the children and families you are working with/ situations that take place in the workplace, and accept that you may not always get things right first time * Are you reflecting on your own practice? You will also be reflecting on the actions, responses and emotions of the children and families you are working with. This way you become more aware of your impact on others. This is crucial for supporting children and families, especially those who have experienced complex trauma and might find it harder to build trust and safety within a relationship * Are you considering what causes might be underlying the situation and if there are things, you are doing which are unhelpful? You will consult with others to aid this reflection, and test new approaches. This leads to improved outcomes for the children and families we work with/ in the work environment, as the worker takes greater responsibility for their role in the relationship and has greater confidence in their ability to solve problems * Do you feel more empowered?  If you can draw on a range of working styles and see things from other people’s perspective – are better able to cope with the negative emotions or experiences that might otherwise lead to low morale and burn-out. | |
| **Reflective Practice Facilitator:**  **Child Protection Chair:** | **Date reflective note completed:** |