



Multi Agency Meetings Opportunities and Challenges

Presented by Laurence Chester & Kianu Roach (IAPT 6)

Who Are We

Laurence is a social worker with 26 years experience

Kianu is a newly qualified social worker with 1.5 years post qualifying experience

Working Together

Working Together to Safeguard Children 2018

“Everyone who works with children has a responsibility for keeping them safe. No single practitioner can have a full picture of a child’s needs and circumstances and, if children and families are to receive the right help at the right time, everyone who comes into contact with them has a role to play in identifying concerns, sharing information and taking prompt action”

Types of meetings and purpose

Strategy Meetings

Initial/Review Child
Protections Conferences

Core Group Meetings

Child In Care Reviews

Child In Need Reviews

Child Exploitation And
Missing, Strategy (CEAM)
meetings; Vulnerable
Adolescents Risk Panel
(VARP); Strategic Multi
Agency Child Exploitation
Panel (MACE).

Meetings in blue indicate
only professionals attend

Good to Know information

ICPC's & RICPC'S : You will not need to take minutes of these meetings as the chair has their own minute takers. You will just need to update the plan

Other meetings such as VARP, CEAM, MACE, A & C panels, MARAC : these meetings you may need to present information about your case to give to more senior staff for them to make decisions for what the family may need.

Make sure you can confidently speak about the worries, concerns, relevant assessments , appointments ect - this will inform professionals decision making

Developing your Style

CIN Meeting Template

Date

Attendees:

Kianu Roach (Allocated Social Worker)

The plan:

Actions:

Next CIN Meeting :

- ▶ Simplify your workload !
- ▶ Colour co-ordinate sections to break up information and make it easier for service users to read
- ▶ I prefer to hand write note when I am chairing meetings
- ▶ I may use shorthand abbreviations to keep up with the flow of conversations, as well as being able to control the pace

Core Group's

- Review of the plan is important as any updates here can easily be transferred to LCS when updating a child's plan. This is useful to add into the section about "provide evidence of change for the child"

- Please see the next slide

- Attendance percentages for last term Rhodri to send separately

Review of the Plan:

1. Peter & Paul should be able to live in a family setting which is free from DV and abusive behaviours. Mum and Dad have yet to book therapy sessions to find healthier ways to communicate with one another
2. Peter and Paul are not to be exposed to the negative adult behaviours taking place. Mum and Dad are in a different place compared to a month ago. Mum and Dad have decided to reconcile and attempt to give the relationship another go. Mum and Dad will shortly begin work with the 0-19 practitioner as well as going to therapy.
3. Peter is behind in his attainment levels of learning at school. Peter is more settled at school. School were using a soft bunny to encourage Peter to participate. He is now getting on with more work in class. ASW asked Mr Thomas if it would be possible for school to share resources that would help with getting Peter prepared and ready for structure, this could include helping him transition onto new activities through use of visual timetables and now, next and later chart. ASW expressed that these tips would be helpful for parents to begin to implement structure as well as reinforcing what Peter is learning at school.

How things are changing for the child :

- Peter and Paul will have parents who enjoy spending time with each other
- Peter and Paul will see that their parents are working from the same script and that they support each other.
- Peter and Paul will recognise that their parents agree on discipline and won't go to the other parent to have a decision overruled.
- Peter and Paul will present as happy children, who are able to settle into their school routine well.
- Peter and Paul will see that they have happy parents who enjoy each other company, and enjoy speaking to one another

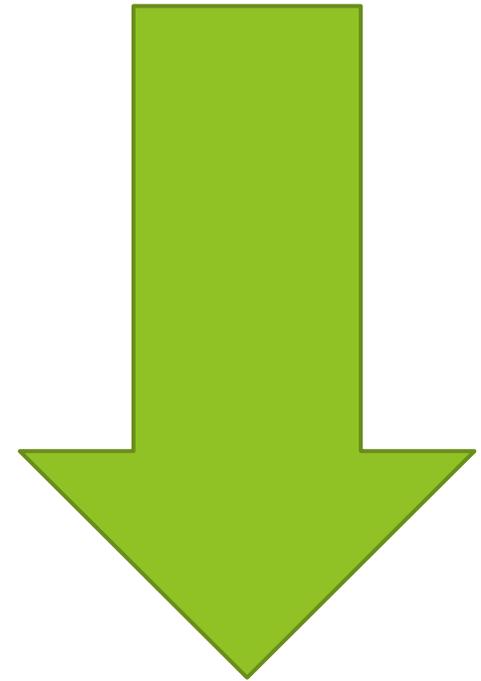
Actions & Updates to the plan

- Statutory CP visit
- Mum to schedule therapy session for herself and Dad
- Mum to book space on Freedom Programme
- Mr Thomas to send attendance details over

Next Core group : 6-JUL-2022 @ 11:30

Transferrable to LCS

- ▶ When updating children's plans the final column requires evidence for change - If you are working smart your update should already be in the written notes to transfer. This avoids repetition of key information and expedites the process of writing up CIN plans



Childs need: as Identified in their assessment	Explain what it will look like for the child when things have improved	How will this happen and who will help?	When will this be done?	Provide evidence of change for the child
The children need to be demonstrated healthy and positive communication between their parents.	██████████ had previously decided against a non-molestation order. However in recent weeks there continues to be coercive control, deceit, manipulation presenting from ██████████ has expressed feeling of not being safe	██████████ will contact solicitor to gain advice on if she can now proceed with a non-molestation order	18-Jun-2021	

Guidance & Tips

Have

Have ground rules in meeting - only allow 1 person at a time to speak as you will need to record the entire discussion

Don't forget

Don't forget introductions when chairing initial meeting and Review meeting where your manager may be present

Try

Try to give families an idea on what the purpose of the meeting is - this can alleviate their worries / anxieties

Be

Be task focused - do what you say you are going to do and carry out any actions , delegate actions where possible

Pick

Always pick a date for next meeting with attendees present - try to have dates you are available - offer a selection to ensure that maximum amount of professionals can join

- ▶ Working together across agencies is key to early and effective identification of risk, improved information sharing, joint decision making and co-ordinated action.
- ▶ Multidisciplinary and interagency teams are promoted as a means to enable practitioners and other professionals from different organisations to collaborate successfully. Research suggests that such teams can be effective in meeting the needs of some populations. Sufficient diversity of professions and disciplines, suitable leadership and team dynamics, and supportive organisations are important enablers.

(BASW

<https://www.basw.co.uk/social-work-multi-disciplinary-and-multi-agency-contexts-during-covid-19#:~:text=Working%20together%20across%20agencies%20is,making%20and%20co%2Dordinated%20action>)

What are the
benefits of
these
meetings:

What are the challenges!



Exercise:



What do you think are the main challenges for a NQSW in Chairing a multi agency meeting?

Some answers revealed



Confidence - fake it till you make it



Developing your own professional voice - Be confident to speak up . You know your cases better than other people



Practice makes perfect - we all will make mistakes - its about how you learn from it to do better for the next time.



Not knowing all the answers - its ok to say “ I DON’T KNOW, LET ME FIND OUT AND GET BACK TO YOU “



Other professionals presenting with challenge



Be a leader and don't let others try to RUN your meeting - Be authoritative and professional when necessary - this is how you command RESPECT

Who Are We?

The Chair

The Chair is going to usually be the allocated social worker. The role is to set the tone and agenda of a meeting and makes sure that everyone contributes. We need to be good listeners and ensure that any conflicts in the meeting are managed. It is also important to delegate tasks that reflect the attendees areas of responsibility.

Beyond our job titles are our personalities

The Chatty One

Often extroverts who thrive when they are the centre of attention. Extroverts need to have the opportunity to express themselves and shine. However, this is different from dominating meetings. It is the role of the Chair to manage this without losing the positive energy they can offer. Yes, they may annoy others who feel they are 'over contributing' but they often can bring energy to a meeting that leads to positive actions. It's about balance!

The Quiet one

Some 'quiet ones' often have great ideas but never voice them. They usually don't feel comfortable being the center of attention and only talk when they are called upon or if they feel like they have something important to say. At times, some professionals may choose not to speak due to not wishing to make any commitments to plans or, are just not interested in the meeting. As Chair, we need to get all participants to speak up if so that we can benefit from their contributions. As service representatives, we each are duty bound to provide an 'agency perspective' on matters under discussion. Silence is not an option in statutory meetings.

The Fussy one

Detail-oriented people are meticulous and always on top of their work. They want precise information and clear plans with objectives. They can struggle to tolerate creative unfocused discussions but are an asset when it comes to getting things done. As Chair we may need to balance their perspectives with more creative thinking.

The Creative one

Creatives think outside of the box and frequently come up with fresh, new ideas. They work with team members to help develop new concepts. When creatives come across a challenge, they see an opportunity to innovate and adapt. They love to try new things and like to be recognized for their innovations. It is our role as Chair, to enable creative thinking, especially in complex cases, but this may need balancing with being task focused.

The 'all for one' one

In multi agency meetings, it can be difficult to align each services objectives with the aims of the meeting. However, some will be natural team players who will be enthusiastic meeting participants, who are happy to take on assignments and help resolve conflicts. They will pro-actively seek ways to contribute to the meeting objectives. Ideally, all of participants actually need to reflect this attitude.

The interrupter - 'I just want to say'

In my experience, this is often parents or others who have an agenda that is different to the meeting's one. They may seek to change topics during meetings and take people off on a tangent. This can derail your meeting's agenda and irritate other meeting participants if you don't rein them in. However, at times, it may be that the participant is reflecting that we have not shown due attention to what they want to say. They may offer fresh perspectives but need to be contained so as not to undermine the whole meeting.

The 'busy' one

Whilst we may all have been guilty of finishing off a case note or going offline (if video meeting) to take an urgent call, this can be very tricky to deal with in a meeting as Chair. We may find that we have to repeat ourselves as they may have missed something. It's important to call on multitaskers often to ensure that you keep them on their toes and prevent them from getting too preoccupied with other tasks

Finally

- ▶ Whatever the meeting, we should always remember to thank colleagues and families for their contribution.
- ▶ A date needs to be set for any future meeting
- ▶ Minutes need to be sent out to those who attended, marked private and confidential

THANK YOU!

Thank you for taking part in this session and feel free to contact us if you require any further information:

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