

Annual Conference 2019



Organisational and workforce development Workshops

DAY ONE – Wednesday, 6 November 2019

Workshop Session 1 (10.30am-11.20am)

1b Using lived and professional experiences to guide the workforce

Jimmy Paul and Sue Brookes, Independent Care Review

Learn how the workforce workgroup of the Independent Care Review has explored and developed the emerging principles which people with lived experience and professional experience have insisted must guide the future of the care 'workforce'. This will include a focus on values, nurture, skills, love, and participation and engagement.

Sponsor workshop:

1e Moral distress: developing resilience in the face of unavoidable ethical challenges

Neil McMillan, Kibble



Austerity continues to affect the human services adversely, and juggling resources brings increasing challenges to those of us providing services. Often, we find ourselves making decisions that are resource-led and not needs-led. This can be morally distressing. Moral distress is the emotional state that arises from a situation when we feel that the ethically correct action to take is different from what we are tasked with doing – when policies or procedures prevent us from doing what we think is right. Explore the concept of moral distress and possible strategies to improve our experience of moral distress.

Workshop Session 2 (11.40am-12.35pm)

2f The golden ticket to a successful children and young people's advisory group

Young people from Changing our World, Children in Scotland's advisory group

Children in Scotland initiated their first children and young people's advisory group in 2017. Since then, Changing our World has helped to inform our priorities and contributed to numerous projects and events. Hear from our participation and engagement team about how and why the group was initiated, and from the group themselves about the challenges and opportunities it has brought them.

Workshop Session 3 (1.25pm-2.20pm)

3c Building an attuned workforce: it's all about relationships

Sandra Strathie, Glen Strathie Partnership

A cared-for worker is more able to care for a parent, as is a cared-for parent for their child. Cooperative exchanges based on warm relationships promote empathy and wellbeing and increase people's dedication to and passion for their work. Hear a young mother's experience of being nurtured by Home-Start Dundee and explore the positive impact of attuned, reflective practices in the workplace when love and play lead to better services for everyone.

DAY TWO – Thursday, 7 November 2019

Workshop Session 1 (10.05am-11.05am)

1e Bringing Barnahus to Scotland: transforming support for child victims and witnesses of crime

Anna O'Reilly, Children 1st, Fiona Wardell, Healthcare Improvement Scotland and Henry Mathias, Care Inspectorate

A Scottish version of the Scandinavian 'Barnahus' model is now the Scottish Government's preferred destination for support for child victims and witnesses of crime. But what is it, and how can it reduce the re-traumatisation of child victims and witnesses of crime? Explore what adopting a Barnahus model could mean in practice, and hear about the process around the development of a set of Barnahus Standards for Scotland.

Workshop Session 2 (11.35am-12.45pm)

2a Lego serious play: building the bricks for Children in Scotland's manifesto

Chris Small, Children in Scotland and Joanna McCreadie, Seamab

Children in Scotland is currently working to develop their Manifesto for the 2021 Scottish Elections. Using lego play, take this opportunity to feed into the Manifesto and influence Children in Scotland's policy activity for the next five years. Advocate for specific policy calls you feel are essential if we are to improve the lives of children, young people and families.

2e Creating a mentally healthy workplace

Amy Woodhouse and Cathie MacDonald, Children in Scotland

Explore what we mean by a 'mentally healthy' workplace. Discuss what helps and hinders mental health at work, what employers' responsibilities are, and share your own experiences and good practice. Build on this in practical planning activities and gain knowledge, tools and ideas to share and implement with your own staff and colleagues.

Sponsor workshop:

3c It takes a village to raise a child: integrative working in a therapeutic setting for under 12s
Lynsey Morrison, Angela Pilkington and Caroline Fleming, Kibble



Understand the inner workings of what is involved to provide a trauma-informed approach for children in an under-12 residential and education placement. Learn how integrative services such as care, education and therapy come together and work collaboratively to support children and their families at Kibble.

3d An honest conversation about 2020: survival in a complex change environment
Alison Hay, CHANGE with early years practitioners from across local authority areas

There is a feeling across the early years sector that the focus on getting to 2020 and delivering 1140 hours has not given sufficient thought to the impact this will have on practitioners. Join Alison for a no-holds-barred discussion on how issues such as lunches, parental engagement, ratios, and early intervention can impact staff wellbeing – and crucially, gain positive and practical ideas to support them.

Our other conference themes are:



Health and wellbeing



Supporting families and communities



Early years, learning and education



Participation, engagement and rights



Tackling inequalities