

The background of the slide is a light gray gradient with several realistic water droplets of various sizes scattered across it. The droplets have highlights and shadows, giving them a three-dimensional appearance.

# THE ROAD AHEAD, SUBSTANCE USE AND CHILD PROTECTION:

IS A LOT OF KNOWLEDGE A DANGEROUS THING ?

SOCIAL WORK: DOES WHAT WE THINK AND DO MATTER MORE THAN  
WHAT WE KNOW .?

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# SOCIAL WORK


- RECOGNISES THE COMPLEXITY OF **INTERACTIONS** BETWEEN HUMAN BEINGS AND THEIR ENVIRONMENT
- RECOGNISES THE CAPACITY OF PEOPLE TO BE BOTH:-
- **AFFECTED** BY THE MULTIPLE INFLUENCES UPON THEM  
AND THEIR CAPACITY TO :-
- **ALTER** THE MULTIPLE INFLUENCES UPON THEM.

# FOCUSING OUR SKILLS

- WE NOTICE PEOPLE FOR THE PROBLEMS THEY FACE NOT THE PROBLEMS THEY CAUSE.
- WE NOTICE PEOPLES ABILITIES TO ALTER THEIR COURSE
- FOCUSING ON THEIR HOPES AND ASPIRATIONS
- WE NOTICE THE ABILITY PEOPLE HAVE TO OFFSET THEIR OWN RISK AND CONCERNS.
- GROWING AND BUILDING ON THEIR STRENGTHS AND RESILIENCE.



# PURPOSEFUL AND INTENTIONAL

- IT IS A MESSAGE FULL OF DYNAMIC CHANGE.
  - FULL OF HOPE AND REALISM
  - ACCEPTANCE OF PEOPLE:
  - BUILDING A COLLABORATIVE CHALLENGE TO CIRCUMSTANCE.
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# ENGAGEMENT Vs ASSESSMENT

- ENGAGEMENT  
THROUGH UNDERSTANDING AND ACCEPTANCE
- COLLABORATION  
THROUGH BUILDING TRUST
- REFLECTING ASPIRATIONS AFFIRMING STRENGTHS
- FOCUS ON OUTCOMES AND GOALS


- ASSESSMENT ,
- GATHERING INFORMATION
- PLANNING FOR THE SERVICE USER
- REFERRING THEM TO SERVICES
- MONITORING THE COMPLIANCE WITH THE PLAN  
TO TEST MOTIVATION AND TEST SAFETY.

# PROFESSIONAL PLATFORM

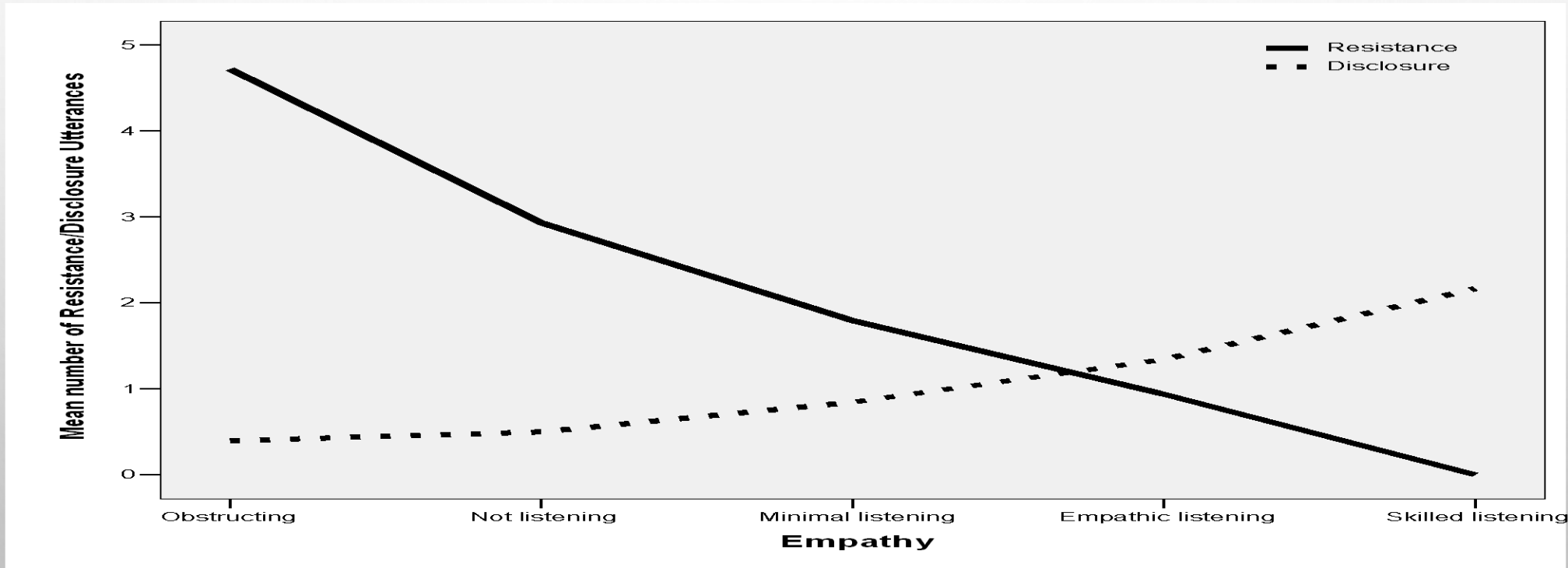
- WE DRAW ON OUR UNDERSTANDING OF HUMAN BEHAVIOUR AND EXPECTED HUMAN REACTIONS ESPECIALLY AT TIMES OF STRESS
- WE HAVE AN UNDERSTANDING OF COMPLEX SITUATIONS THROUGH WHICH PEOPLE HAVE TO STEER
- FROM THAT PLATFORM OF UNDERSTANDING WE FACILITATE AND ENABLE INDIVIDUAL, FAMILY, SOCIAL AND CULTURAL CHANGE.
- IT IS A STRONG AND VALUABLE PROFESSIONAL PLATFORM WHICH COMMITS US TO OUR MOST HUMANE AND EFFECTIVE PRACTISE.



# HUMANE AND EFFECTIVE NO CONFLICT HERE.

- “Agencies and workers who understand human psychology when its under stress and practitioners and organisations who are emotionally intelligent not only offer more humane services they also provide more effective interventions”
  
  - David Howe : Professor of Social Work
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WITHOUT SKILLS AND APPROACHES THAT INCREASE ENGAGEMENT WE RISK HIGH LEVELS OF HIDDEN HARM





# WHAT IS OUR FORMULA ?

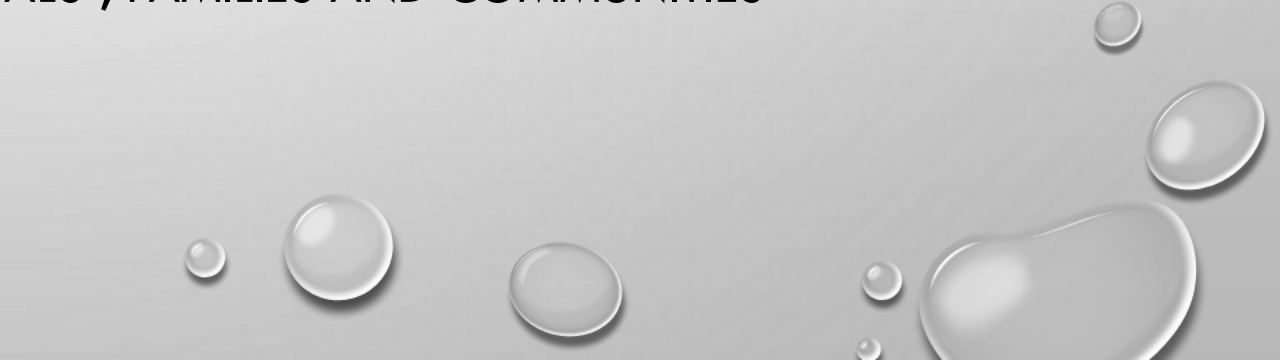
1. OUR PHILOSOPHY AND IDEOLOGY
2. OUR RELATIONSHIP
3. OUR SKILLS

## **IN A CONTEXT OF**

- NATURAL DEFENSIVENESS
- RISK MANAGEMENT
- CLARITY OF OUTCOME



# OUR PHILOSOPHY AND IDEOLOGY.

- TAKE A COMPETENCE WORLD VIEW
  - CONSIDER PEOPLE AS RESOURCEFUL
  - CONSIDER PEOPLE EXPERTS IN THEIR OWN LIVES.
  - BUILD SKILLS TO OFFSET RISK
  - SUSTAINABLE AND TRANSFERABLE SKILLS,
  - BUILD EMPATHY WITH AND BETWEEN INDIVIDUALS , FAMILIES AND COMMUNITIES
- 

# COMPETENCE WORLD VIEW

- HUNDREDS OF STUDIES SHOWING THAT KNOWING THE PROBLEM , INSTALLING THE EDUCATION , GIVING ADVICE AND KNOWLEDGE HAS LITTLE EFFECT.
- IF THE KNOWLEDGE WE GIVE FAMILIES DOESN'T CHANGE ANYTHING
- THEN THE VALUE OF THE KNOWLEDGE WE HOLD DIMINISHES IN VALUE
- UNLESS
- WE BUILD A RELATIONSHIP AND HEAR THE MOMENT OF INVITATION.

# QUALITIES OF OUR RELATIONSHIPS

- GOOD TEACHER
- WARM/OPEN
- FAIR/ CONSISTENT
- NOTICED ME/CARED
- CARED ABOUT THEIR WORK
- ACCESSIBLE/SUPPORTIVE
- LISTENED/AFFIRMED

- BAD TEACHER
- COLD/ANGRY/VIOLENT
- FRUSTRATED/DISMISSIVE
- UNFAIR/ERRATIC
- /UNPREDICTABLE
- BURNT OUT
- DIDN'T LIKE KIDS

# MOTIVATION RELEASING POTENTIAL

- A DYNAMIC PROCESS
- NOT A CHARACTER TRAIT
- ITS WHAT SERVICE USERS DESCRIBE WHEN THEY TALK ABOUT WHAT HELPED
- “SHE HEARD ME “,
- “ HE DIDN’T JUDGE ME”
- “I UNDERSTOOD MYSELF BETTER”
- “I FOUND HOPE.”

# AMBIVALENCE

- NUMBS THE PAIN
- HELPS ME RELAX/SLEEP
- STIMULATES ME
- GIVES ME MORE ENERGY
- HELPS ME FEEL BETTER
- MAKES ME MORE SOCIABLE
- HELPS ME FOCUS

FEEL SLUGGISH

MAKES ME ANXIOUS

DEPRESSES ME

MAKES ME TIRED/ILL

MAKES ME FEEL BAD ABOUT ME

STRAINS MY RELATIONSHIPS

CAN'T THINK STRAIGHT



FOR ALL OF US

- **THERE IS ALWAYS LOSS AND GAIN**
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# SOMETHING I REGRET

- REFUSE TO COOPERATE
- MAKE SOMETHING UP
- LIE
- THINK OF SOMETHING TRUE BUT LESS
- MINIMISE
- LEAVE.

FEAR CONSEQUENCES

ANXIETY

SHAME

FEARING JUDGEMENT


EMOTIONALLY

VULNERABLE





# CHANGE DOESN'T HAPPEN EASILY

- LOSS AND GAIN
  - IMPORTANCE AND CONFIDENCE
  - SHAME AND GUILT
  - FEAR AND VULNERABILITY
- 

# NATURAL DEFENCES

- THE FOCUS OF OUR WORK IS TO ENGAGE WITH THE FEELINGS BEHIND THE BEHAVIOUR
- NOT TO HIT THE BEHAVIOUR HEAD ON
- NOT TO TAKE IT PERSONALLY
- NOT TO PERSUADE PEOPLE TO CHANGE THE BEHAVIOUR
- NOT TO CHALLENGE
- TO SEE IT AS A SIGN THAT THIS IS AN IMPORTANT ISSUE TO THE PERSON.

# RISK MANAGEMENT

- BUILD A SAFETY PLAN WITH THE FAMILY
- HOW CAN THE FAMILY ADDRESS THE MAIN CONCERNS TO CREATE CONDITIONAL SAFETY
- “MUMS DRINKING, ITS NOT SAFE WHEN SHE’S DRUNK
- SOLUTION MUM NEEDS TO STOP DRINKING TO MAKE THINGS SAFE ?
- OR
- THE FAMILY CREATE A PLAN THAT HELPS MUM START THINKING ABOUT HER DRINKING AND IF SHE GETS DRUNK EVERYONE KNOWS WHAT TO DO TO KEEP THE CHILDREN SAFE
- SAFETY PLANS FREE PEOPLE UP TO LEARN NEW WAYS AND WOBBLE ALONG THE WAY.

# THE PLAN ISN'T THE INTERVENTION

- IT FREES PEOPLE UP TO ENGAGE IN THE INTERVENTION
- TO THINK AS A FAMILY ABOUT LOSS AND GAINS
- WORST AND BEST OUTCOMES
- HOPES AND FEARS
- TO START TO BUILD MORE EMPATHY, AWARENESS, UNDERSTANDING AND FINALLY SKILL.
- TO ACHIEVE WAYS OF THINKING AND BEHAVING THAT TRANSFER TO NEW CHALLENGES AND STRENGTHEN THE FAMILY RESILIENCE

# CLARITY OF OUTCOME

- 'J' IS MUM OF 2 , 'H' THE 18 YEAR OLD HAS JUST LEFT HOME , 'V' THE 10 YEAR OLD STILL AT HOME AND 'J' IS ALSO 6 MONTHS PREGNANT.

'G' IS THE FATHER OF THE NEW BABY LIVES NEAR BY AND STAYS OFTEN.

'V' OFTEN LEFT ALONE. FOUND WITH OLDER GIRLS IN A KNOWN PAEDOPHILES HOME , MUM DRUNK WHEN POLICE CALLED.

SOCIAL WORKER KNOWS THE FAMILY HAS WARM RELATIONSHIPS, THE HOME IS WARM AND CLEAN,' V' GOES TO SCHOOL BUT OFTEN UNKEMPT, MUM KEEPS ALL ANTENATAL APPOINTMENTS

# SHORT TERM BEHAVIOURAL OUTCOMES

- WHAT WOULD THE FAMILY NEED TO BE DOING TO NO LONGER BE A CHILD PROTECTION CONCERN ?
- SUPERVISING 'V' ENSURING A RESPONSIBLE ADULT AWARE OF HER WHEREABOUTS.
- 'J' TO BE ADDRESSING HER DRINKING
- FAMILY DEVELOP A SAFETY PLAN .CLARITY IF ANY ADULTS CAN NOT BE THERE FOR 'V' , INCLUDING EXPLICIT PLAN IF 'J' IS DRINKING.
- SHORT TERM , MEDIUM TERM, LONG TERM RISK
- SHORT TERM ,MEDIUM TERM, LONG TERM PLAN.

# ENGAGE THE WHOLE FAMILY WHETHER OR NOT YOU HAVE THEM IN THE ROOM.

- YOU DON'T KNOW UNTIL YOU TRY
- WHAT DO THEY HOPE FOR ?
- WHAT ARE THEIR VALUES AND STRENGTHS ?
- HOW WOULD THEY DESCRIBE THEIR GOALS BEHAVIOURALLY ?
- FAMILY WORK OF THIS KIND SHOWS LONG TERM SUSTAINABLE CHANGE IN FAMILY FUNCTIONING AND HIGH CHANGE IN DRUG AND ALCOHOL MISUSE
- PATTERNS OF FAMILY LIFE CHANGE GENERATIONALLY.

# SUMMARY

- WE NEED TO MAINTAIN THE PRINCIPLE THAT WE ARE WORKING WITH COMPLEX FAMILIES NOT MOTIVATED FAMILIES, ITS OUR TASK TO MOTIVATE.
- WE NEED TO FOCUS ON ENGAGEMENT NOT ASSESSMENT
- WE NEED TO FOCUS ON THE WHOLE FAMILY EVEN IF WE ONLY HAVE ONE PERSON IN OUR SERVICE.
- WE NEED TO COLLABORATE WITH FAMILIES AND PLAN FOR LAPSE TO ENSURE LEARNING OPPORTUNITIES CAN BE CONSOLIDATED
- WE NEED TO INCORPORATE EMOTIONAL EXPERIENCE AND MEANING INTO OUR ENCOUNTERS
- WE SEARCH FOR THE IDIOSYNCRATIC NOT UNIFORMITY.



# IT MATTERS WHAT WE THINK AND DO

HOW WE THINK ABOUT SOMETHING EFFECTS WHAT WE DO

- THE FUTURE LIES WITH YOU . THE SKILLED WORKER ABLE TO ENGAGE AND EMPOWER , SKILFULLY LISTENING, GETTING ALONG SIDE AND REACHING BEHIND THE BEHAVIOURS TO CONNECT WITH THE INTRINSIC MOTIVATION THAT WILL BE THE DRIVER FOR SUSTAINABLE CHANGE. WHATEVER FORM THE FAMILY TAKE.
- HELPING TO MAKE THINGS SAFE FROM THE INSIDE OUT.