Promoting a positive staff culture to improve outcomes for children and young people in care.

Lesley Kandola and Vicki Conway

Do children and young people feel that their lives get better as a result of being in care?

What is most important in your life?

Children in Care are fundamentally affected by the traumatic experiences they have had in their lives

How can children move to a state where they feel more secure and can regulate better?

The brain develops in the context of interaction with another person

and

Staff members can be this person.

If staff are regulated the child can regulate alongside them.

Children can be brought to a rational place where they can think more clearly feel safer and more secure alongside their staff member.

Consistent Calm Adult Behaviour

A positive staff culture is a trauma informed culture:

Ensure all staff are trained and committed to trauma informed practice:

- Safety – Help to make a child feel safe emotionally as well as physically
- Transparency and Trustworthiness – Staff are honest, keep their word, are consistent
- Choice –Staff give children choices wherever possible
- Collaboration and Mutuality – Staff work together with children in partnership
- Empowerment – Staff give the child a real say in their lives and always show the child respect even in the face of the greatest disrespect

We want you to be Trauma Informed

We want you to connect before you correct

We want you to be curious not furious

We want you to understand that behaviour is communication

We believe in co-regulation, that children learn to regulate alongside the adults in their life

We empathise when someone is losing their cool

We believe in restoration – not punishment

We believe that relationships buffer stress and build resilience

We see you, we hear you

We are with you

Relationships are the currency of change

Access to a number of invested, caring people is a powerful predictor of good outcomes

Regulate - Relate - Reason

The key is connectedness, sense of belonging

Dr Bruce Perry

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Thank You!

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