

EAST SURREY COMMUNITY OF PRACTICE CHILDREN'S NEURODIVERSITY

Theory of change



SETTING THE SCENE



... striving to improve the lives of children and families through working collaboratively with partners

The challenge...

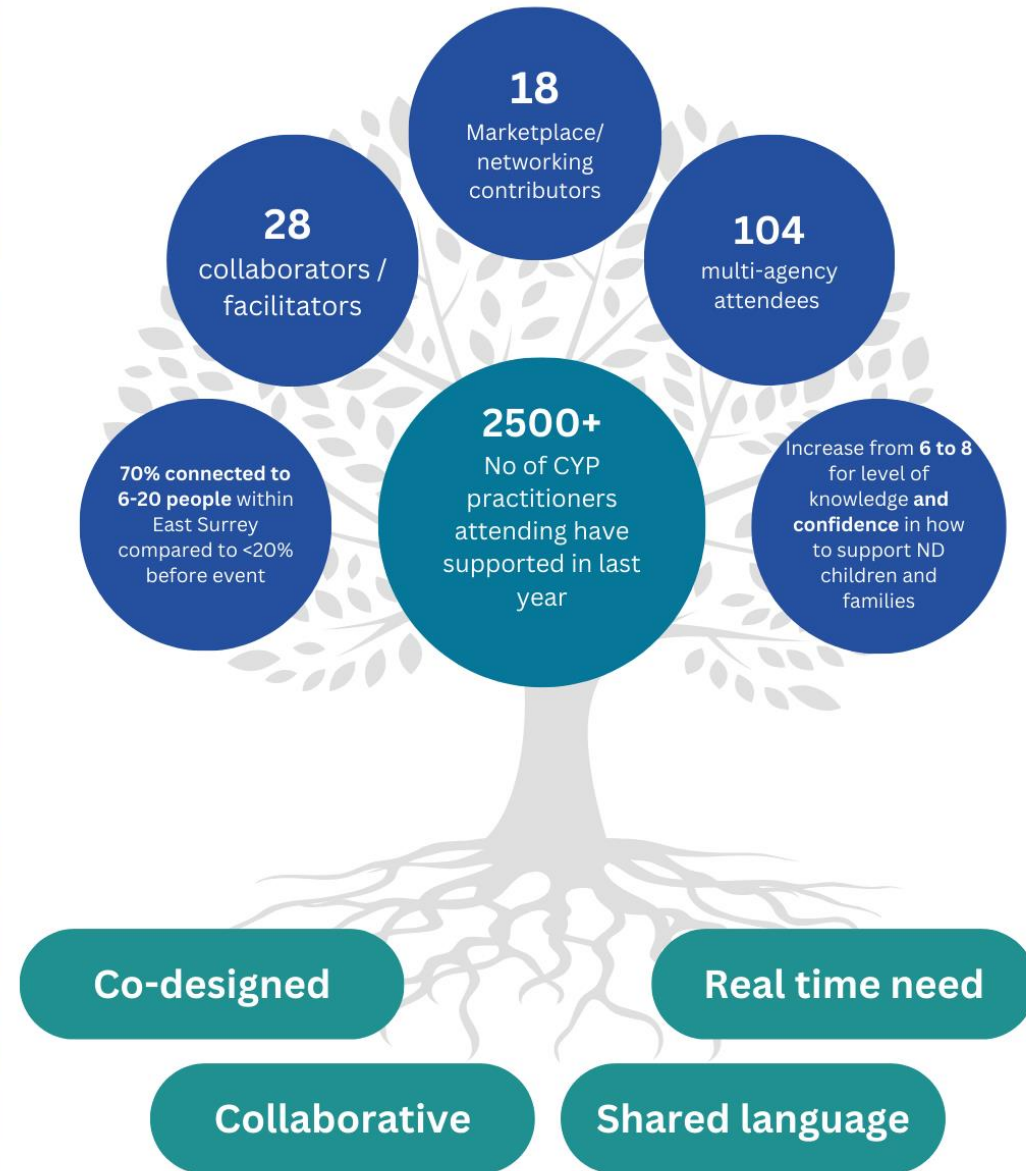
Services around ND are complex and, at times, difficult to navigate for children and young people, their families and practitioners

The opportunity...

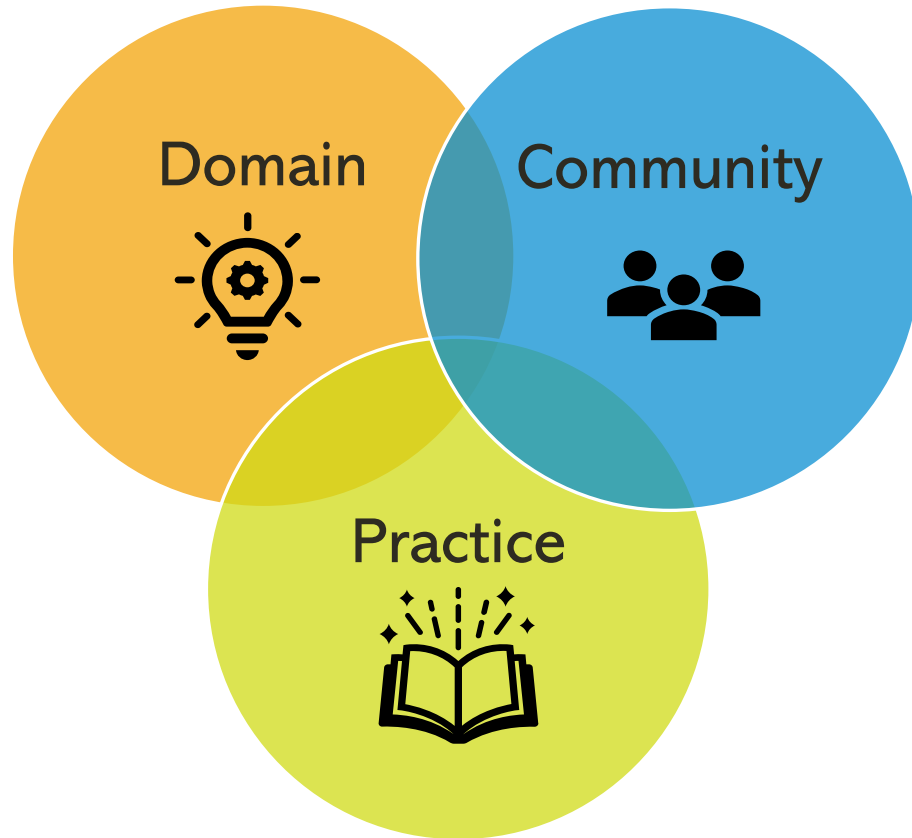
Develop a co-created system-wide ND Community of Practice at Place with a focus on strengthening relationships, learning and new ways of working between practitioners and sectors

Building the community...

Community of Practice (East Surrey) - Children's Neurodiversity event held on 24th September 2024



WHAT DO WE MEAN BY COMMUNITY OF PRACTICE?



Who – building trusted community, relationships and shared ownership!



What – shared interest or key domain, issues/priorities



How – the knowledge we build, stories we share, tools we use. Work in practice.

“COMMUNITIES OF PRACTICE are groups of people who share a concern, a set of problems, or a passion about a topic, and who deepen their knowledge and expertise in this area by interacting on an ongoing basis.”

WHAT WERE THE AIMS FOR THIS COMMUNITY OF PRACTICE:

To improve the outcomes and experience for neurodivergent children and young people in East Surrey

Connection and Relationships

Enable multi-agency connections and relationships to strengthen how we work together

Raise awareness and understanding of organisations working with neurodivergent children, young people and their families in Surrey

Learning and Development

Build confidence, knowledge and skills in what you know, how to find out more and responding to needs in a timely and meaningful way

Share good practice and learning

Innovation and Transformation

Nurture new ways of working to better meet the needs of children, young people and families

Identify opportunities for partnerships, collaborations and commentary

WHAT DID WE FIND OUT IN THE DISCOVERY PHASE?

Key issues:

- Language is inconsistent
- Communications about what is available for ND or being planned = what are we trying to achieve
- Confusing new guidance and unclear what offer is around “ND pathway” moving towards thriving
- Reasonable adjustments/ordinarily available not yet embedded therefore families seeking diagnosis, help promote earlier support (build confidence and how to make small changes to big difference)
Services to flex their offer
- First conversation with parents and relational practice
- Who is out there! What each other does
- Parent support programmes inc peer to peer. Parents of seldom heard = EAL
- Themed support e.g. behaviour support, sleep management.

PROGRAMME DEVELOPMENT....

What should be included in the event ..

- Hear from neurodivergent children, young people and families, to build the understanding of need and support effective decision making.
- Raise awareness and understanding of organisations/charities working with neurodivergent children, young people and their families in Surrey
- Identify opportunities for partnerships, collaborations and commentary – building local connection and relationships and share good practice/learning
- Provide a forum to bring issues and concerns to be escalated to Partnership Board and other forums
- Shared learning and development opportunities
- Improve the outcomes and experience for children and young people who are neurodivergent.

PROGRAMME DEVELOPMENT....

Based on the themes which surfaced through the discovery phase what were the agreed sessions ...

Creating a vision for a Thriving Neurodiverse Surrey – Neurodiversity Transformation Plan in Surrey

Anxiety and neurodiversity and its link to Emotionally Based School Non-Attendance (EBSNA)

Making sense of sensory behaviour

How to have (difficult) conversations with parents

Why do people seek a diagnosis?

Private diagnosis – the opportunity and challenge: a discussion

What are the reasonable adjustments and what should be ordinarily available?

Managing emotions and distressed behaviour

Ways to understanding need through a child/young person lens

Networking and Marketplace

EVENT DELIVERY: ACTIVITIES AND OUTPUTS

3 x pre-event welcome briefings: collaborators, participants, facilitators/marketplace (begin connections)

Welcome packs inc content and logistic information

7 Multi-agency led workshops

Structured networking

ND padlet focus group

ND parents workshop consultation

Early Help Marketplace

Collecting feedback and system learning opportunities (scribes)

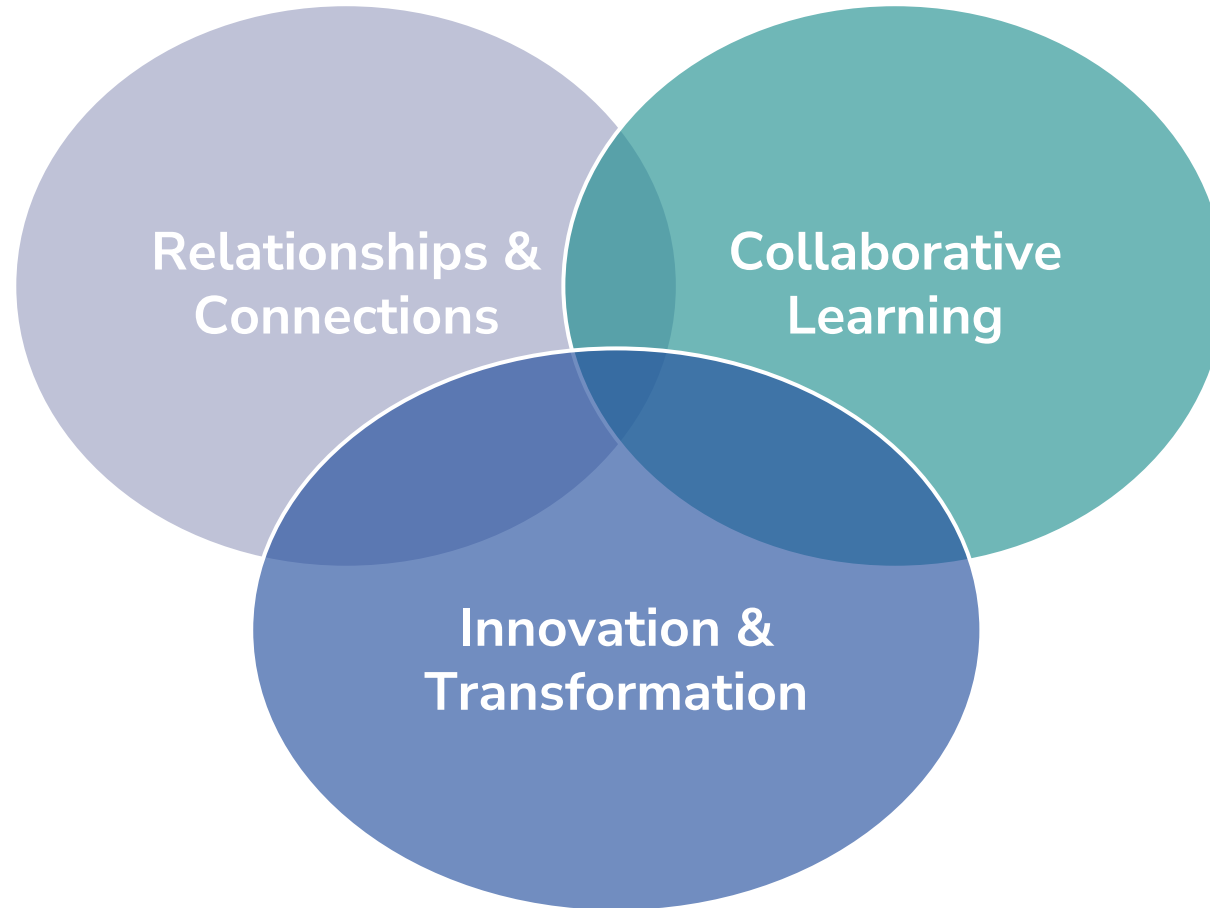
Post event resources, "little black book" and invitation for follow up



Diane



THE DIFFERENCE MADE: DISSEMINATE AND DO

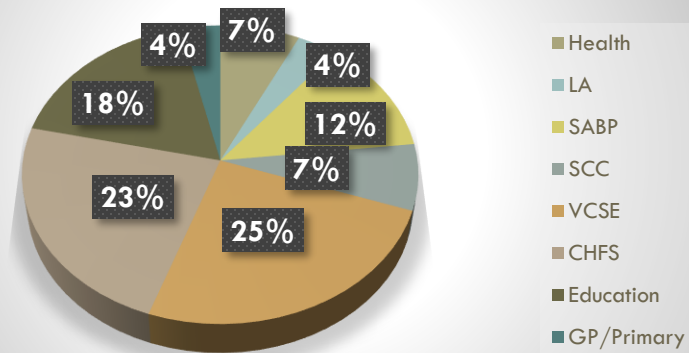


CONNECTION AND RELATIONSHIPS

Connection and Relationships

“little black book” of colleagues who attended and contributed to the day

% participant breakdown



> Significant increase in connections
(70% connected to 6-20 people within East Surrey
compared to <20% before event)



LEARNING

REFLECTIONS ON CONNECTION AND RELATIONSHIPS

Q: Are there key connections you gained today that will enhance your ability to support children and families? and why?

Learnt about other local services. I hope that we can have shared place to work i.e community hubs in the future.

Finding out what services are available and how to refer to these, will be useful to bare in mind when working with families

Connections to other organisations and better understanding of their services

I've learnt about many training opportunities which I would love to partake in further down the line.

Contact lead at SASH

Meet three people for three different tasks



Early Help Martetplace and Networking

"this was the best marketplace we have been to, so many good connections and opportunities for collaboration" Aggie, LSPA

LEARNING

REFLECTIONS ON ENHANCING KNOWLEDGE AND COLLABORATIVE LEARNING

Q: Are there key insight(s) or knowledge you gained today that will enhance your ability to support children and families? and why?

Emerging motivation model in EBSNA. Need to support family first.

Enjoyed the making sense of sensory behaviour and learning about additional senses

Use Solution Focus techniques - remember barriers to disability are made to those people

Will look at solution focused approach. Will look at focusing more on what's going well

I've learnt about many training opportunities which I would love to partake in further down the line.

More awareness of services so can support parents, children or other professionals

Add learning to my TAF (Team around the Family) meeting

**NEURODIVERSITY
ADVISOR PADLET**
FOR PROFESSIONALS

We know what a minefield of information is out there. We have brought together a range of resources to help support Neurodivergent young people in their educational setting. Please scan the QR code to access our Padlet for Professionals.

NDAdvisors@surreycc.gov.uk

**NEURODIVERSITY
ADVISOR PADLET**
FOR PARENTS/CARERS

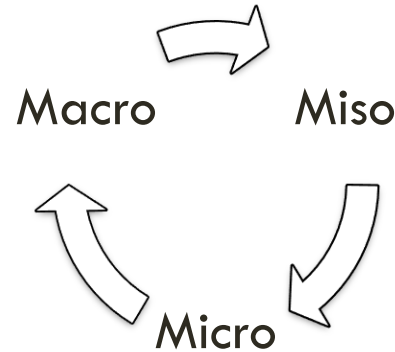
We understand that navigating life with a Neurodivergent child can be overwhelming. We have brought together key resources and information in a easy to use format.

Please scan the QR code to access our Padlet for Families.

NDAdvisors@surreycc.gov.uk

Rated 9 out of 10 on likert scale 'How likely are you to recommend this event to a colleague'

INNOVATION AND TRANSFORMATION



Directions in Making **LARGE SCALE CHANGE HAPPEN**

- More **FOCUS** on:
 - Networks
 - Communities
 - Informal Power
- Less Formal Change Management
- More Choreography
- More **VIRTUAL CONNECTION**
- Identifying and working through **SUPER CONNECTORS**
- MORE 30.60.90 DAY CHANGE CYCLES**
- YOUNG LEADERS** at the HEART of CHANGE
- Less **CHANGE Programmes**
- More **CHANGE Platforms**
- Less **TOP-DOWN BOTTOM UP**
- More **INSIDE-OUT, MIDDLE-LED**
- LESS ONE or TWO YEAR Change Programmes**

Quotes:

Thank you to you and all of those involved in the ND day yesterday. It was really amazing and so good for networking, sharing knowledge and supporting the system with understanding the breadth of available provision and support for children and families where ND is part of their life. It was so well organised and great to have so many people from the East of Surrey coming together and actively taking part with enthusiasm. (Jayne White, Associate Director for Children, Young People and Families, Lead for 0-19 Services for CFHS)

It was a fantastically well put-together day, with collaboration from across the system including health, schools, voluntary services, Surrey County Council, commissioners etc. It was so popular that there was actually a waiting list for attendance and it was brilliant to get the thoughts, reflections and viewpoints from people with such different backgrounds. I certainly came away from it having learned a lot by hearing about others' experiences. The next stage is to take what we learned and turn it into some positive action. (Paul Hamilton, GP Clinical Lead for Adult and Children's Mental Health, Learning Disability and Dementia, East Surrey Place)

Just wanted to say a big thank you for the event last week. It was great to see so many people having conversations about neurodiversity and demonstrating a want to learn more and understand how it may affect and be affected by various things in life! Attendee with lived experience



LEARNING

REFLECTIONS ON INNOVATION AND TRANSFORMATION

Q: How has event influenced what you will do tomorrow? (what is transformational about today that will enhance your ability to support children and families?)

Needs led approach. Whole school approach. Need for inclusion. Moving from a medical to a social model. How we manage this.

Early intervention, working as a partnership, changing the mindset around ND needs.

Keeping the thrive model at forefront of assessing and planning, through to intervention.

Link between unmet ND needs and EBSNA. Due to today I will now be involved working on the EBSNA pathway.

Focus on strengths: I have learnt new skills to engage young people and to allow for more thoughtful responses. Focus on positives.

Turning the dial – coming into the session with one perspective and this being changed through the conversation

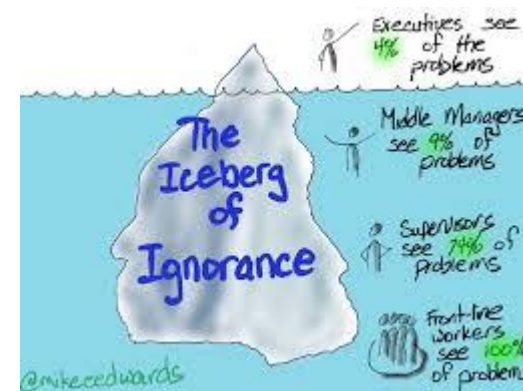
Often our managers get this type of information, but its so nice today to be involved in the journey

LEARNING

FROM THE PERSPECTIVE OF PARTICIPANTS

What we need to pay attention to ...

- **Parents** – more support and signposting needed
- **Developmental stages and ND:** e.g teenagers and 0-5 – links to sensory support for under 7s
- **Solution circle:** How can we use this to support isolated professionals?
- **Sensory support** – continued building of knowledge e.g CFHS, local offer, OT helpline
- **Diagnosis** - Navigating between agencies and the role they can provide – still unclear
- **EBSNA** – Unmet ND needs as a driver for EBSNA
- **Managing emotions** – where practitioners can get practical support in crisis / feeling isolated



What our workforce said...

- **How confusing the 'system' around ND is for everyone** – providing a space to hear others from different sectors/roles be open and honest about challenges
- Practitioners/professional **feeling isolated** in particular roles / situations
- The need for **shared connection / learning** beyond service settings and sectors
- **Strengthen key partnerships** e.g Education, GP/primary health

LEARNING

FROM THE PERSPECTIVE OF THE COLLABORATORS

Evolving Inclusive approach – model through doing to all partners

- alongside including live captions, quiet room, pre information session/resource explore what more we can do to evolve Inclusivity for all attending e.g such as expanding / changing language in registration questions to help attendees disclose needs etc

Continue to use neutral locations such as East Surrey CoP location

- bringing multi-sector colleagues together in a shared space

Widening network of attendees

- **Schools** – exploring different ways to engage school colleagues as part of this community approach

During event...

- provide a 'who's who' about attendees / teams (provided as a pre and post event resource)
- Consider ways to foster more informal networking alongside structured activities e.g prime ministers ladder
- Real-time feedback mechanism during the event – capture issues as they arise
- Consider ways to increase engagement within marketplace
- Ensure all learning workshops provide the balance between learning and shared discussion / problem solving

More solution-focused opportunities between multi-sector colleagues

- Thought this approach worked well and helped to foster collaboration e.g solution circle or 555 approach

MOVING FORWARD

Things we can do today:

- ND padlet development (multi – agency)
- Parent/Carer support guide
- Develop communications to and between (super connectors)– GPs, Family Centres, 3rd Sector
- Share and develop multi-agency solution circles (place based)
- ND parents workshop development
- Ripple mapping
- Consider: ND and Core 20+5, EAL, Young carers, care experienced
- Next COP:
 - Showcase work of wide range of partners
 - Reasons for referrals/diagnosis
 - Model ND friendly sessions: voice recording/ subtitles, questions and format in advance, dedicated quiet spaces-

ANY QUESTIONS?

- Su Freeman, Anika Wilson, Sally Stubbings (Surrey Youth Focus)
- Lauren Turner and Vilashiny Vasoodaven (East Surrey Place)
- Kat Link (Best Start – Surrey County Council)
- Diane Henry and Emma Dutton (Early Help Partnerships Team – Surrey County Council)
- Jayne White and Anita Lamb (First Community Health)
- Paul Hamilton (GP and Children Mental Health Lead)
- Laura Willighan (SENCo, RAAS)

Special thanks to Laura, Chantel and the whole team at Royal Alexandra and Albert 😊

Also, to Melissa Forrest, Kerry Clarke, Jo Fulterer, Jane Gupta and the wonderful event facilitators, participants and marketplace contributors.