

# The Reflection and Action Learning Forum

Narrator - So how does RALF work? RALF facilitators are supported through a training and coaching programme by the project team, where they are offered 2 training sessions about reflective practice and action learning sets.

They are part of a community of practice and debrief with project team facilitators. They then go out to their own organisation and arrange their own RALF sessions.

Mandy - My group is made up of practitioners working directly with our young people in different roles and across different shifts. Our organisation actively supports us to be involved and create the time and space for us to meet regularly.

As a trained RALF facilitator, I'm responsible for holding structured, reflective sessions which follow the same pattern and format every time. This builds safety because group members know what to expect. In the first part of the session, group members 'bid' and agree on topics to discuss. The second part is less structured. I still facilitate the space, but everyone can contribute and offer reflections.

These sessions support personal thinking and growth around the use of physical restraint. It's a space where people can openly and honestly share a problem, curiosity, or experience with their peers and expect to be provided with encouragement to help them explore this more deeply.

I make sure to check what can be shared outside the sessions, and what needs to stay confidential.

Narrator - To support our project and our facilitators we rely on members of our oversight board, like Peter.

Peter - The oversight group shares learning across RALF and agrees how we will evidence impact and report on progress. We are a link back to the wider SPRAG meetings.

I am also linked to a facilitator and offer them 1-1 support and space for reflection and discussion. We connect on the phone or through virtual meetings, and this offers a chance for them to reflect on their experiences and the challenges, successes, and personal impact of the role.

Narrator - We also offer our facilitators a community of practice, which acts as a supportive scaffold, but is helpful for us in shaping the project as it grows.

Mandy - There are five facilitators in my group, and we went through training together. We meet regularly as a community of practice to develop our skills and learn together.

I enjoy facilitating the sessions, but it can feel like a bit of a responsibility. I get to take part in other sessions as a group member because it's important that I also have space to reflect while I continue to build my skills and confidence through experience.

We're always asked for feedback about what's working well and what could be better, and one of my suggestions has already been taken forward.

Narrator - We are really proud of RALF, and of the passion and commitment of everyone involved. This work enables the adults around children to offer the best version of themselves to those children in times of crisis.

If you are interested in finding out more about RALF, please contact us at [celcis.ralf@strath.ac.uk](mailto:celcis.ralf@strath.ac.uk)

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