

The residential child care community in Scotland is comprised of a workforce which is inspired, inspiring, and determined to develop and improve for the benefit of children and young people.

A change in the delivery mechanism of the SIRCC conference, and the subsequent evaluations highlighted an important issue of being certain we are addressing the needs of the workforce through more direct engagement with them.

In relation to residential child care, there are a variety of forums across Scotland with distinct functions including SWS residential childcare subcommittee, SPRAG, Learning and Development Community of Practice. However, these groups either have specific membership, or are thematically focused.

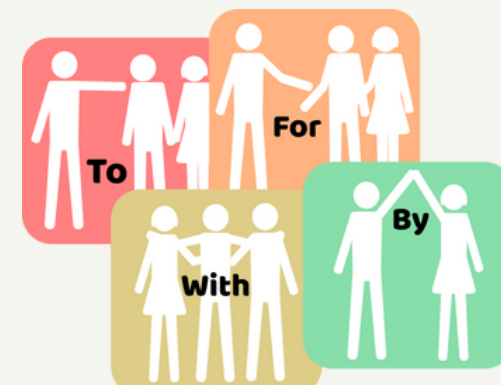
The approach through which we have engaged the residential workforce applies a different methodology, and CELCIS is best placed to curate and facilitate this process given our knowledge, skill set, and proximity to the sector.

**Scottish Government have also acknowledged the need for a renewed focus on residential child care.**

## Residential Child Care



The Four Modes of Change framework is a helpful way of understanding the way change can be initiated, and to consider where the greatest strengths might lie on working to achieve change. In this framework change can happen to, for, with or by a community. In the first two approaches (to and for) there is a sense of the work being 'top down', and done without the involvement of the community.



Initiating change with the community is a more inclusive starting point but is still geared towards the mechanisms of supporting the organisations retaining decision making power.

Change being initiated by the community is the most authentic, and often most impactful, way of working. This is based on the deep appreciation of the challenge within the work and the potential solutions. This can also be the most complex approach and requires a willingness to share insights, experience, and power across the community to affect change. In carrying out this work to engage with the residential child care community, we hope to create space which allows for the 'by' approach to emerge and drive meaningful change.

As an organisation CELCIS is uniquely placed to support change through this type of engagement.

Our understanding of working in complex situations with multiple stakeholders and our ongoing work in active implementation will make an important contribution here.

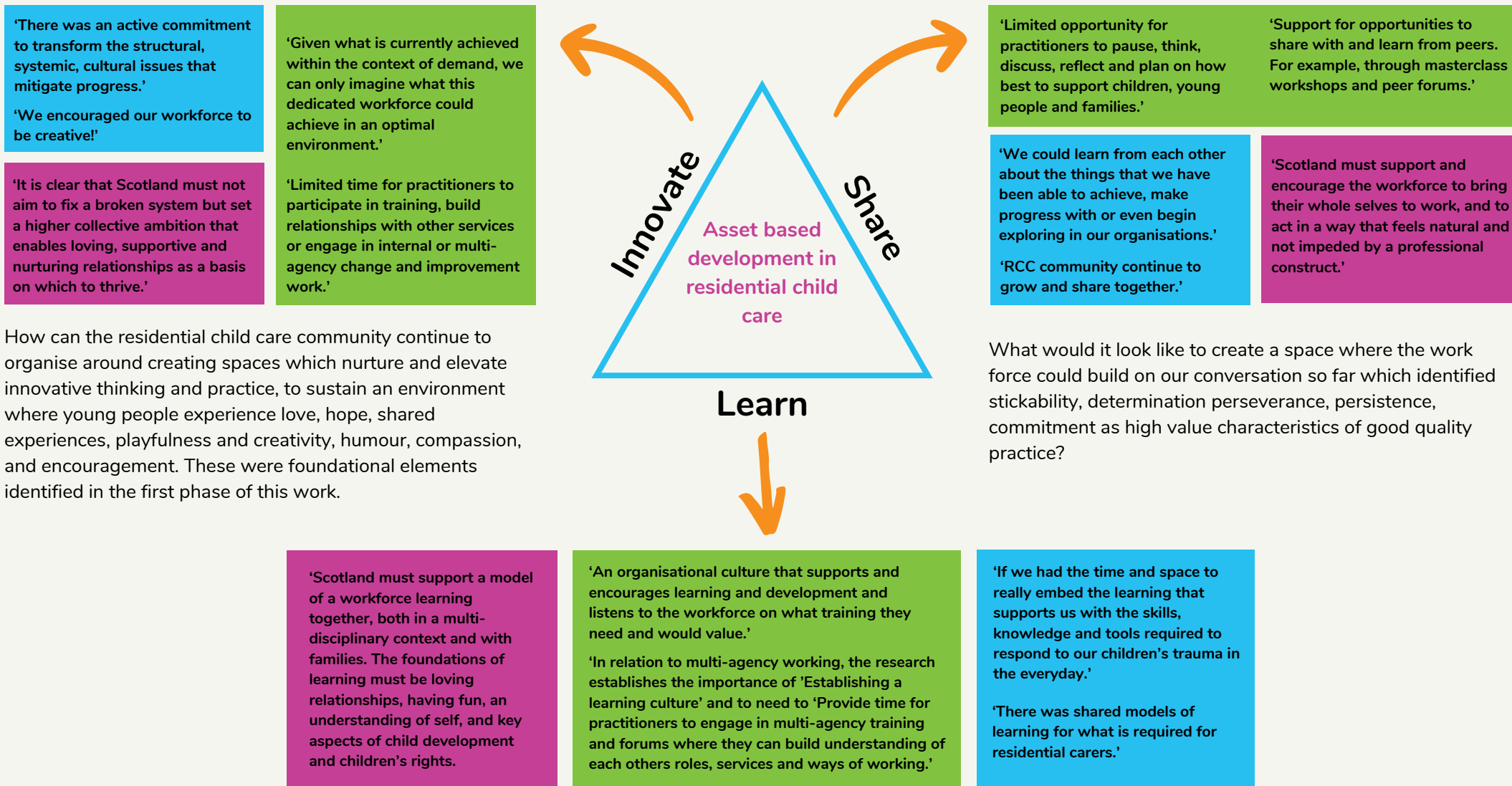


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We believe our analysis of the conversations held in the **residential child care engagement sessions** are further endorsed when aligned with both **The Promise**, and the content of the recently published **Children's Services Reform Research**.



How can the residential child care community continue to organise around creating spaces which nurture and elevate innovative thinking and practice, to sustain an environment where young people experience love, hope, shared experiences, playfulness and creativity, humour, compassion, and encouragement. These were foundational elements identified in the first phase of this work.

What would it look like to create a space where the work force could build on our conversation so far which identified stickability, determination perseverance, persistence, commitment as high value characteristics of good quality practice?

What would an effective offer look like which supported the further emergence of good quality practice in the areas identified through our initial engagement sessions, including critical use of self, positive role modelling, developmental awareness, psychological safety, self-awareness and reflection?

**For further information get in touch at [celcis.learning@strath.ac.uk](mailto:celcis.learning@strath.ac.uk).**

**How does the residential child care community work together to **Share, Learn and Innovate**?**