

5 LEVERS FOR CULTURAL CHANGE Via Chairing

01

SHIFT DYNAMICS THROUGH THE MEETING STRUCTURE



- Invite young people and families to share their views before professionals share theirs
- Begin the meeting by thinking about the young person broadly (likes/ dislikes/ interests) before discussing concerns
- Invite discussion of contexts where young people are unsafe before discussing their behaviours/ actions in those contexts

02

INVITE POSITIVE DISCUSSION ABOUT THE YOUNG PERSON

- Create space in the meeting to learn who this young person is beyond their experiences of extra-familial harm
- Ask everyone to identify points of progress, success or strength
- Use language that communicates your high regard for the young person and their family



03

BUILD HOPEFUL GOALS – ASK ABOUT SAFETY



- Identify where the young person feels safest
- – and explore why. Are their opportunities to replicate this?
- Develop goals that increase things (like trust, relationships, fun), not just ones that decrease things (like risk, offending, worrying behaviours)

04

PROMPT REFLECTION ON YOUR 'COLLECTIVE CAPABILITIES'

- Ask attendees about their capacity to provide safety around the young person
- Ask attendees about what, if anything, is undermining their capacity to provide safety around the young person
- Set goals around increasing your collective capacity to safeguard the young person



05

USE CONTEXT WEIGHTING THROUGHOUT



- Once the young person and parents/ carers have shared initial views, state contexts that are safest and least safe based on the assessment
- Structure conversations to prioritise contexts in need of attention
- Review proposed actions against context weighting – do the actions target contexts where this young person is unsafe?