

Social Worker Reflective Discussion Space

With a focus on **challenges and issues** around Muslim and Black, Asian or Minority Ethnic adopters /potential adopters.



My Adoption Family have put together a Reflective Discussion Space pilot programme for social workers in the adoption sector. The programme is intended for social workers who work in the adoption sector and who work with Muslim and Black, Asian or Minority Ethnic adopters or potential adopters. It will provide a supported 'safe space' in which to reflect on the challenges of the work, the emotions it can provoke, and the impact on the individuals and networks involved.

The programme will run from July 2022 to May 2023 and will consist of six 90-minute group reflective discussion sessions. Social workers signing up for the programme will be expected to commit to all six sessions.

The sessions will take place at the following times and dates:

1. Monday 4th July 2022 – 10 to 11.30am – Introductory Session
2. Monday 22nd August 2022 – 10 to 11.30am
3. Monday 24th October 2022 – 10 to 11.30am
4. Monday 12th December 2022 – 10 to 11.30am
5. Monday 6th February 2023 – 10 to 11.30am
6. Monday 27th March 2023 – 10 to 11.30am – Closing Session

This is limited offer pilot programme with all costs covered. As such spaces are limited to a one group of 15. Please bear in mind that we can only offer one space per adoption agency and spaces will be allocated on a first come - first serve basis.

We appreciate that not all adoption agencies will be able to join the pilot programme for 2022/2023 and hope that the learning from this pilot programme will enable us to run the programme again for 2023/2024

Programme fees: Free*

This programme has a limited number of spaces with costs fully covered.

To register for this programme please visit: bit.ly/swreflect



All sessions will be conducted online over Zoom.

What we aim to achieve through this programme:

- To facilitate a better understanding of the interplay of faith, culture and religion within the adoption context
- To support a deeper understanding of concepts such as the 'other' or 'race', and explore the lens of intersectionality when looking at discrimination affecting Muslim and Black, Asian or Minority Ethnic adopters
- To provide strategies to help participants overcome barriers and enhance their skills to be able to achieve better outcomes for Muslim and Black, Asian or Minority Ethnic adopters.
- To enable participants to learn about and try out for themselves different approaches to working with Muslim and Black, Asian or Minority Ethnic adopters and understand how these relate to their own values and principles.

Further details around the programme:

- Registration for this programme is via our website. Please use the link above or visit <https://myadoptionfamily.org.uk/events/social-worker-reflective-discussion-space>. There will be a short questionnaire to fill in as part of the registration process.
- All social workers registered on the programme will receive a diary invite for each of the sessions together with a call for any questions or issues in advance.
- Based on the questions or issues received in advance each discussion may have a theme or a set of themes that will be covered. A confirmation of what theme will be covered will be shared prior to each session.
- Each session will end with a reflective space of 10-15 mins to acknowledge any feelings that might be stirred up in the course of the discussion. This helps to create a sense of safe space, which can be especially hard over zoom and when the group isn't meeting often.
- Social workers registered on the programme will be expected to commit to all six sessions and will be expected to lead conversations and disseminate learning from the programme within their respective adoption agencies
- My Adoption Family will be working closely with faith advisors, CORAM BAAF and other agencies to enable participants on the programme to have access to current research and thinking as well as adopter/adoptee voices.
- Learning from this pilot programme will contribute to further research within this area.



Why My Adoption Family have put together a Social Worker Reflective Discussion Space Programme

Through this programme My Adoption Family aims to nurture a better understanding of the connectivity between faith, religion and adoption practice and to build stronger relationships and promote inclusiveness with adoption agency social workers by enabling them to share their views in a safe reflective space, by valuing the diversity of views shared and enabling them to draw on learning from experiences. Furthermore, by providing a space to acknowledge and explore some of the anxieties involved in this area, we hope to encourage openness and curiosity in the work.

The programme will be conducted in an atmosphere of respect, recognising that professionals come a wide range of backgrounds and experiences. My Adoption Family hopes the programme will provide the necessary support to build understanding and confidence to ask for help.

The programme was drawn up in review and reflection of the necessary actions needed to ensure true equality of service for adopters from all ethnic backgrounds and faiths. This includes extending the skills and understanding of the workforce, developing culturally sensitive ways of communicating with all communities and ensuring systems and processes, from the first enquiry to a child moving in, respect and celebrate the ethnicity, culture and faiths of all children and families.

The adoption workforce is both skilled and dedicated and across both the statutory and voluntary sectors, workers are regularly asked to reflect and improve practice. However, there is a need to understand what works for adopters, what best practice should look like and what support needs to be provided. My Adoption Family hopes that the learning from this programme can be used to build an evidence base which can be used to further develop the skills of the workforce.

The programme also sits firmly with the strategy of the NARSG to raise awareness and change perceptions, dispel longstanding myths, break down assumptions and ensuring the workforce feels supported and confidence in the services they offer Black, Asian and Ethnic Minority communities. It also aims to achieve better outcomes for children by improving the quality and responsiveness of adoption services, ensuring there is a structure to build a more consistent approach to recruiting and assessing adopter and supporting services to deliver a positive experience for prospective adopters from their first contact with an adoption agency.



For more information, please email info@adoptionfamily.org.uk or visit myadoptionfamily.org.uk