



**INFORMING
FUTURES**

1625 Independent People

Reflective Practice – Models of Facilitation

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This resource is part of the Informing Futures toolkit, a free online resource for practitioners seeking to understand and support care and custody experienced young people.

For more information or queries on any of the topics covered in this toolkit, or to find out about training and consultancy we can offer please contact enquiries@1625ip.co.uk.

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Reflective Practice - Models of Facilitation

	Benefits	Challenges
External facilitator contracted	<ul style="list-style-type: none">Low impact on current staff capacityPerceived as 'independent' of the organisationManages own clinical supervision	<ul style="list-style-type: none">High ongoing financial costRecruitment process required to identify appropriate candidatesLow control over facilitator availability & flexibility
Dedicated facilitator employed	<ul style="list-style-type: none">Low impact on current staff capacityComplete control over facilitator availability/flexibilityContributes to expertise within organisation	<ul style="list-style-type: none">High financial costRecruitment process requiredLine management/clinical supervision requiredMay not be perceived as 'independent' of the organisation
Existing staff trained to facilitate peers	<ul style="list-style-type: none">Peer facilitation builds staff confidence and can support organisational buy in, creates RP 'champions'Good control over facilitator availability/flexibilityLow ongoing financial costFacilitator cover available for sickness & leave.	<ul style="list-style-type: none">High impact on current staff capacityStaff buy in neededHigh initial investment in training requiredTakes time to train initial cohort of staffOngoing requirement for training to maintain facilitator numbers as staff turn over