



**INFORMING  
FUTURES**

1625 Independent People

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## REFLECTIVE PRACTICE TABLE 2

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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](mailto:enquiries@1625ip.co.uk).

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	Benefits	Challenges
<b>External facilitator contracted</b>	<p>Low impact on current staff capacity</p> <p>Perceived as 'independent' of the organisation</p> <p>Manages own clinical supervision</p>	<p>High ongoing financial cost</p> <p>Recruitment process required to identify appropriate candidates</p> <p>Low control over facilitator availability &amp; flexibility</p>
<b>Dedicated facilitator employed</b>	<p>Low impact on current staff capacity</p> <p>Complete control over facilitator availability/ flexibility</p> <p>Contributes to expertise within organisation</p>	<p>High financial cost</p> <p>Recruitment process required</p> <p>Line management/clinical supervision required</p> <p>May not be perceived as 'independent' of the organisation</p>
<b>Existing staff trained to facilitate peers</b>	<p>Peer facilitation builds staff confidence and can support organisational buy in, creates RP 'champions'</p> <p>Good control over facilitator availability/ flexibility</p> <p>Low ongoing financial cost</p> <p>Facilitator cover available for sickness &amp; leave.</p>	<p>High impact on current staff capacity</p> <p>Staff buy in needed</p> <p>High initial investment in training required</p> <p>Takes time to train initial cohort of staff</p> <p>Ongoing requirement for training to maintain facilitator numbers as staff turn over</p>