



**INFORMING
FUTURES**

1625 Independent People

INTRODUCTION TO REFLECTIVE PRACTICE — WORKSHOP OUTLINE

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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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Introduction to Reflective Practice – Workshop Outline

This training outline and the accompanying Powerpoint slides are designed to provide the basis for a workshop which can be delivered to staff to support the implementation of Reflective Practice groups.

There are many ways to set up Reflective Practice groups, so you may wish to add or remove content to suit your situation. Timings are suggested only and will depend on the size and nature of your group.

Training Aims

- Develop a common understanding of Reflective Practice based around the Gibbs Model
- Understand the benefits of Reflective Practice in the context of our work

Training Materials Required

- Powerpoint Presentation 'Introduction to Reflective Practice' and the means to share slides.
- Printed handouts (1 per person) of slide 7 – The Gibbs Model
- Space to enable pairs/small group discussion
- Optional: Icebreaker activity, Whiteboard or flipchart for recording feedback

Workshop plan

When	What	Who
15 min	<p>Spend some time on introductions. Invite each person to tell the group who they are, including something about their role.</p> <p>If you are working with a multi-agency group, allow time for each person to say something about their organisation</p> <p>If you wish to use an icebreaker activity, add it in here.</p>	
20 min	<p>What is Reflective Practice?</p> <p>Discussion</p> <p>In pairs or small groups, discuss:</p> <p>What does reflection mean to you?</p> <p>When, where and how do you use reflection in your life currently?</p> <p>Set a time for group discussions and then invite feedback – draw out any common themes and if you wish, note them on a whiteboard or flip chart</p>	
30 min	<p>Reflection as learning</p> <p>Gibbs Model of Reflective Practice – introduce the model, briefly explaining each step</p> <p>Using the model - Pairs/ Threes Exercise</p> <p>NB participants need to be able to see the Gibbs model questions – display the slide or provide a printed handout for reference.</p> <p>In pairs or threes, take it in turns to choose something that happened to you this week and have your partner guide you through the reflective questions.</p> <p>Invite feedback from each group at the end. How did they find the process of reflecting? Where there any surprises?</p>	

	Draw out any common themes and record on a whiteboard or flip chart if you wish.	
30 min	<p>Group Reflective Practice</p> <p>The slides provide material on how to create a safe environment in a reflective practice group, stages of group development (Tuckman’s model), and the role of the facilitator.</p> <p>Discussion – in pairs or small groups</p> <p>Do you have experience of belonging to a group or team which worked well together? Can you identify with the stages of forming, storming, norming and performing?</p> <p>Add Content Specific to your Organisation</p> <p>If you are in the process of setting up Reflective Practice, you may want to consider allowing space in this section for discussion/consultation on specific areas such as:</p> <ul style="list-style-type: none"> ● Frequency and location of groups ● Membership of groups ● Purpose of introducing Reflective Practice ● Confidentiality ● Providing feedback on the effectiveness of RP 	
10 min	Questions, Comments, Feedback	