

Over A Brew Session

22 May 2024

What is Over a Brew all about?



**CURATORS
OF CHANGE**

directors of
adass
adult social services
eastern region
connecting innovating improving



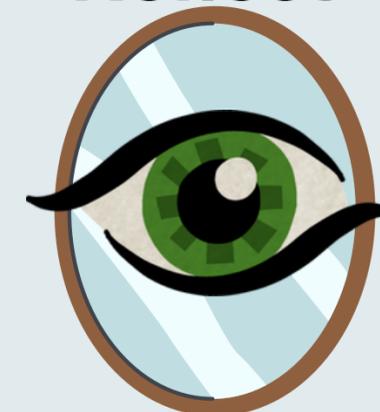
Guide

Grab a brew



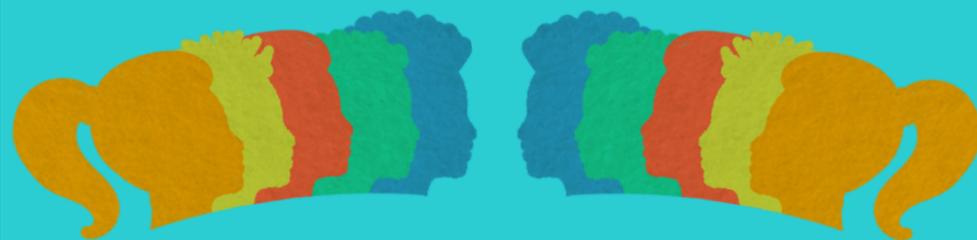
Once you have your brew,
ask someone to be the timer

Reflect



Each person has time to think
about the questions for ONE
minute

Have your say



Each take it in turns to say
your response
(TWO mins each)



Use the rest of the time to
reflect on what's been said
(no fixing)

Still got some time?



Talk about:
What's not been said?
What are your lasting thoughts?

INFUSED WITH THE CAMERADOS PRINCIPLES

MIX WITH PEOPLE WHO
ARE NOT LIKE YOU



ASK SOMEONE WHO IS
STRUGGLING TO HELP YOU



NO FIXING - JUST BE
ALONGSIDE ONE ANOTHER



IT'S OK TO DISAGREE
RESPECTFULLY



IT'S OKAY TO BE A BIT
RUBBISH SOMETIMES



TO BE SILLY IS TO
BE HUMAN



Summary points of the Over a Brew discussion

**29 people
attended the
session to
share ideas,
insights and
views... Over a
Brew**



**Invest in
co- production
consistently and for
the long term**

**Build people's
confidence and
give them roles and
responsibilities**

**Involve people
throughout whole
process**

**Believe in and trust
people**

INTRODUCTION

As always during the session, we heard insightful and thoughtful feedback .

People reflecting together in a hopeful and curious way is utterly inspiring.

Although some experiences feel repetitive and an endless journey -all great change is exactly like this:

a thousand steps and times when we get lost and must retrace our path.

This does not discount our ambitions to reach better places together and we continue on that journey.

Travelling is always better in good company !

So many useful suggestions and ideas came from the session and one really stands out:

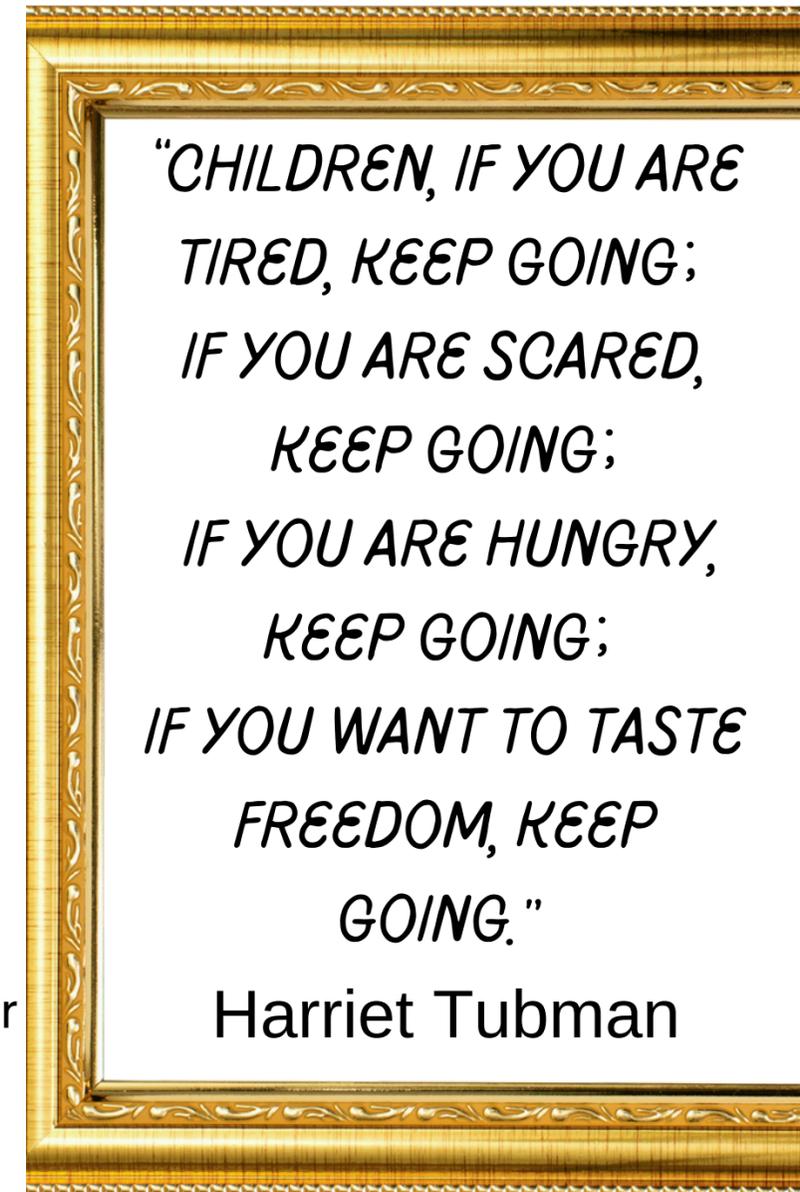
***"A charter or model of co production - but not restrictive - something rich,
and that inspires innovation and creativity - shared understanding."***

" Do we want to develop a regional OAB Copro Charter!"

While some local places have their own charters and pledges, is there an opportunity to build on this great practice. Could this work evolve into a overarching pledge for organisations to become 'Coproductio champions' .

This might mean organisations sign the pledge and agree to publicly demonstrate every year what actions they have carried out, the outcomes and stories this has resulted in - to meet the different charter expectations. This way we can support organisations to move into the future with a clearer path.

***"..why it's not happening - lets explore the expectations around coproduction -
it should be expected not just applauded..."***



***"CHILDREN, IF YOU ARE
TIRED, KEEP GOING;
IF YOU ARE SCARED,
KEEP GOING;
IF YOU ARE HUNGRY,
KEEP GOING;
IF YOU WANT TO TASTE
FREEDOM, KEEP
GOING."***

Harriet Tubman

THE VALUE OF CO-PRODUCTION

THE VALUE OF CO-PRODUCTION VIDEO

https://www.youtube.com/watch?v=_Blqfd4_qZQ&ab_channel=NiccolaHutchinson-Pascal



THE VALUE OF CO-PRODUCTION



100% investment makes a difference - buy in good leadership

Reminded that we are on the right track as a user led organisation

How the videos made people feel

1. Value of Diversity and Inclusion

Emphasize the richness and true sense of diversity, where everyone brings valuable contributions to the table.

2. Commitment to Co-production

Co-production not only heals but also develops roles and identities, with a strong urge to implement it as a standard in all commissioning.

3. Leadership and Investment

Full investment and good leadership are crucial, as they ensure inclusivity, prevent feelings of exclusion, and confirm that user-led approaches are on the right track with models to follow.

Diversity in it's true sense

Co-production heals, but also develops roles and identity

Everyone has something valuable to bring to the table

THE VALUE OF CO-PRODUCTION

What did the videos make people think

Building people's confidence so important

1. Empowerment and Trust

Trust people with more responsibility and involvement to build their confidence.

2. Commitment to Co-production

Co-production should underpin all activities, with clear reasons provided if it's not properly implemented.

3. Continuous Improvement and Equality

Recognize the progress made, acknowledge the need for further collaboration, and ensure everyone is treated as an equal.

We still have a long way to go

Co-production needs to underpin all that we do

We have made good progress but could always do better

There needs to be a reason given for NOT coproducing in a proper way



Learnings from the videos

Coproduction is a continual process

- **Emphasize ongoing, continuous engagement and involvement rather than short-term efforts.**
- **Foster trust and equality by believing in people and supporting their decisions.**
- **Enhance peer role development to widely adopt co-production practices.**
- **Prioritise the individual, their family, and practitioners at the start of the co-production process, recognizing the importance of language and communication.**

We need to do better in peer role development in adopting co-production widely

Language matters

Continuous engagement and involvement not short term

Back people's decisions/trust people

QUESTIONS WE ASKED

WHAT DO YOU VALUE ABOUT THE OVER A BREW APPROACH?

***WHAT DO YOU WANT TO INCLUDE (HOWEVER RANDOM)
IN A SET OF OAB PRINCIPLES/VALUES?***

***HOW DO WE APPLY WHAT WE HAVE HEARD
IN THESE SPACES?***

***HOW DO WE APPLY WHAT WE HAVE HEARD
IN OUR OWN LIVES?***



WHAT DO WE WANT TO HAPPEN IN TERMS OF CO-PRODUCTION AND THE PRINCIPLES OF CO-PRODUCTION?

INCLUSIVE ENGAGEMENT

Involve diverse voices, including those who usually aren't heard, and ensure a level playing field.

Provide opportunities for everyone to get involved even those who don't have a voice

COMFORTABLE ATMOSPHERE

Overcome hostility with informal settings like tea and cake, and provide snacks/drinks

Don't just talk to the usual suspect

Less jargon

DELIVER CLEAR & ACCESSIBLE COMMUNICATION

Become a 'jargon free zone', communicate changes effectively, and make the process visible.

Don't set the agenda, maybe give a broad theme to work with – don't want to see TORs, MOUs

BE FLEXIBLE ABOUT PARTICIPATION

Offer broad themes rather than strict agendas and support comfortable engagement methods

WHAT DO WE WANT TO HAPPEN IN TERMS OF CO-PRODUCTION AND THE PRINCIPLES OF CO-PRODUCTION?

PROVIDE TAILORED SUPPORT

Customize support to individual needs and experiences, recognizing everyone's contributions.

Tailor support offered to people's experience and needs

Challenge your assumptions

DON'T OVERLOOK RECOGNITION AND COMPENSATION

Pay participants for their time and appreciate their involvement with gestures like vouchers.

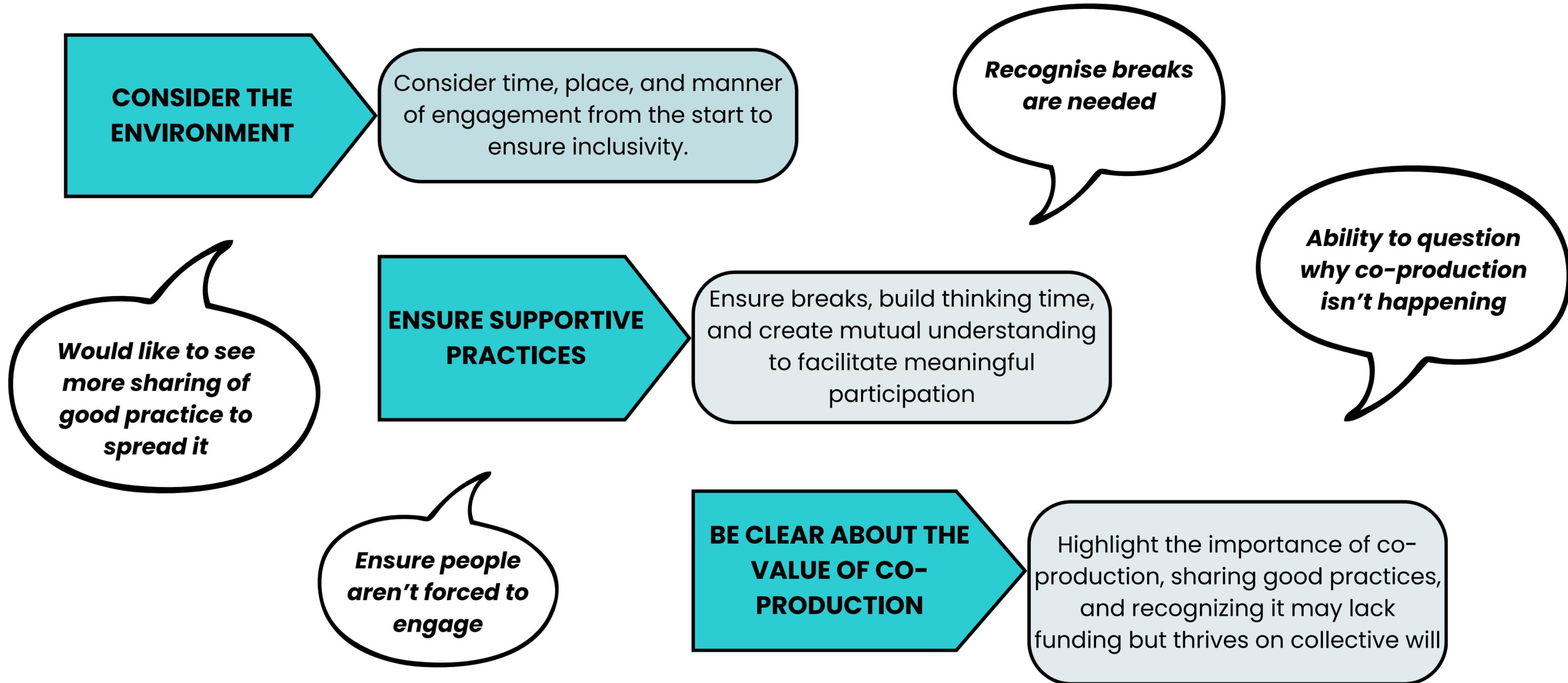
Pay people for their time (vouchers/money/kind gestures)

Support people to attend and contribute

CHALLENGE NORMS

Encourage questioning of the status quo and challenge assumptions.

WHAT DO WE WANT TO HAPPEN IN TERMS OF CO-PRODUCTION AND THE PRINCIPLES OF CO-PRODUCTION?



WHAT SHOULD OVER A BREW PRINCIPLES INCLUDE?



Commit to using and enabling co-production

- Coproduction charter that is signed up to (but not inflexible)
- Attitude about us being involved - coproduction should be the NORM
- Local authority enabling co-production rather than leading

Be clear about what co-production means

- Also a clear description of engagement, collaboration, consultation and how these differ to true coproduction

Make Coproduction business as usual; it's a crucial approach and tool

- *Serves as a reminder how important co-production is*
- *As commissioner it bridges the gap*
- *Questioning why co-production isn't happening*

Listen to diverse people who access services

- Reminder to listen to people who are you commissioning for
- Good to have different experiences in the group
- Bringing commissioners and people together without barriers - don't be defensive



WHAT SHOULD OUR BREW PRINCIPLES INCLUDE?



Take time, avoid tokenism, be transparent

- Not tokenistic
- Take the time needed
- Make the whole process visible
- Time for thinking in a session – it can be hard to think and listen

Involve and communicate with people early

- Invite us along when things are happening
- Communicate when things are planned
- Supported to be involved at all stages
- Yes! make it real and make sure everyone knows!

Help people join in ways that work for them and commit to accessibility

- Don't use jargon
- Flexible in approach to meeting days and times
- Allow people to join in, in a way that works for them
- Talk to people about preferences

Others

- Embed evaluation after coproduction
- Share good practice
- Remove bureaucracy
- Be more Pirate!!!!
- Expectation of co-production not just appreciation



FEEDBACK FROM OVER A BREW WORKSHOPS

*Poem and Video
set the scene*

*People joining in in ways that
work for them - recognising
people might want to lurk,
join breakout group at first...*

*Like the relaxed
focus to go in
any direction,
love it*

*Really invigorating
conversation - it was brilliant -
The thing I most value is a lack
of agendas - we live in a world
of systems and agendas - the
poem sets the scene in terms of
expectations or 'lack of'*

*Like the
reflections*

*Value lack of
agenda*

*People being able to
manage in different
ways - using chat, or
noting things down,
voice heard - unforced*

*Talked about valuing OAB as
commissioners helps us to
be more grounded - always
a great experience talking to
people who use services.*



FINAL REFLECTIONS

The session provided a chance to chat deeply about coproduction and produced a set of principles.

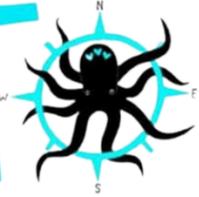
These principles are underpinned by basic values about what supports strong coproduction.

These include investing consistently and long term, building people's confidence by giving them roles and responsibilities. It is also crucial to involve people along the journey, free from assumptions that people can't be engaged in 'certain conversations'.

Most importantly is to start from a place of believing and trusting people.



**CURATORS
OF CHANGE**



**Thank
You!**

directors of
adass
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**Please join us for the next session on 26
June to talk about the Ethical Use of
Artificial Intelligence and Digital
Technology... Over a Brew!**