

Over A Brew Session

Co-production Week Sessions

Co-production; what's missing?



**CURATORS
OF CHANGE**

directors of
adass
adult social services
eastern region

connecting innovating improving



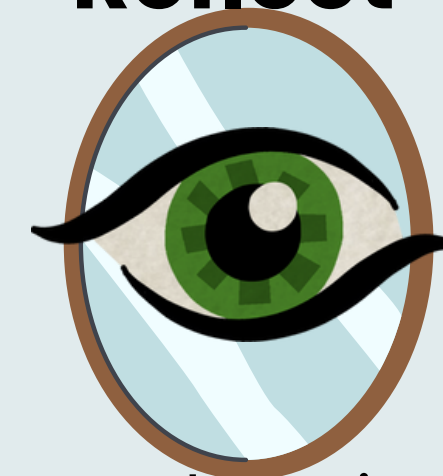
Guide

Grab a brew



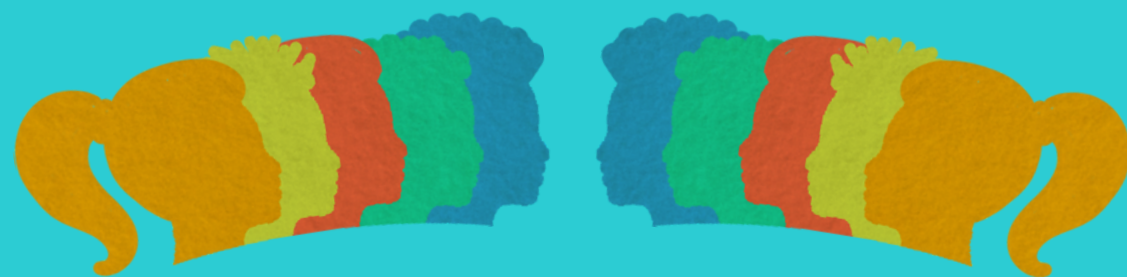
Once you have your brew,
ask someone to be the timer

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

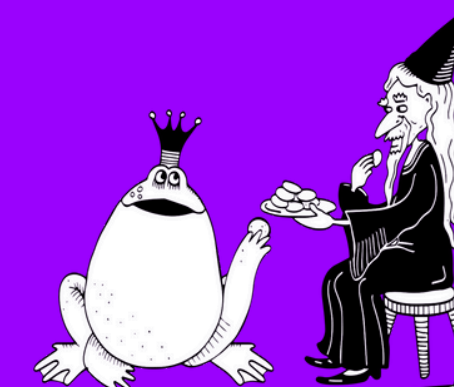
**MIX WITH PEOPLE WHO
ARE NOT LIKE YOU**



**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**



Introduction

During SCIEs National Co Production Week 2024 Curators of Change Collective, and ADASS Eastern Region facilitated a series of “Over A Brew” workshops.

“The theme this year, **‘Co-production: What’s Missing’?** invited us to look at the need to go beyond familiar voices and increase equity and diversity in co-production”

“By focusing on what’s missing, we aim to spark discussions and innovations to address those gaps and improve people’s experience of co-production in social care” – SCIE website. The Over A Brew Crew invited a diverse range of participants to explore what and who is missing from people’s co-production experience.

Previous ADASS Eastern Region ‘Over A Brew’ sessions had highlighted many elements often missing in the co-production space, such as **equity and diversity alongside humanity**. The joy, pain, feeling, fun, the value that our relationships with one another and the connection we feel as humans adds to any co-production space.

Continuing the conversations across local areas and the ADASS Eastern Region provided opportunities to chart a **new course for co-production and the impact it continues to have on the lives of the people we work alongside**.

The following slides provide a summary of highlights from each of the sessions.



What our sessions covered and our approach

Our sessions covered:

- An introduction to ADASS Eastern Region Over A Brew
- Exploration of the local understanding of co-production
- What is missing and how we can realise the value locally

Our approach to hosting and sharing space

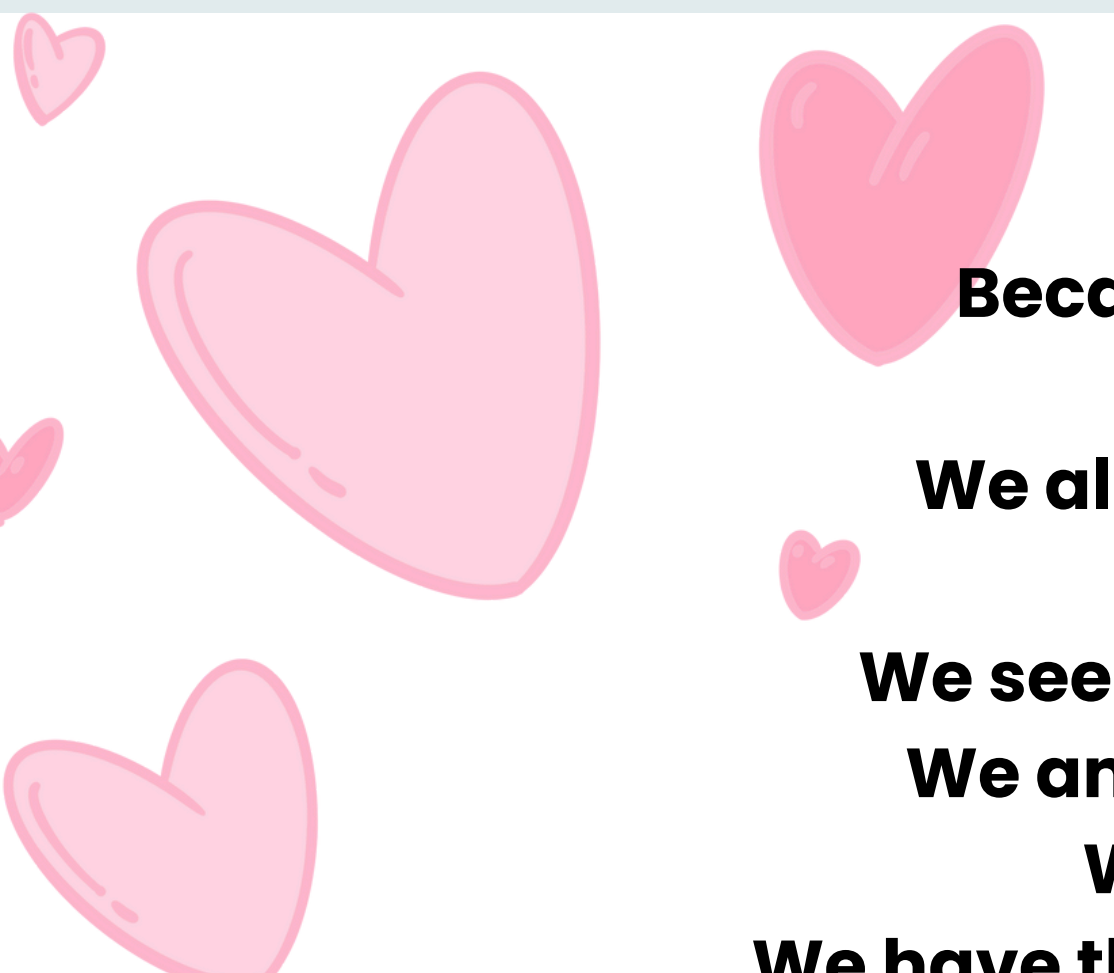
We 'borrow with pride' some brilliant resources that help set up the best conditions for people to feel able to share openly. We shared the Brave space poem because while it describes beautifully what a brave space looks like, we know, truly safe spaces, for all, are so hard to create.

As part of setting these conditions and to help people bring an open, curious mindset, we shared the principles from the Camerados movement. <https://camerados.org/>

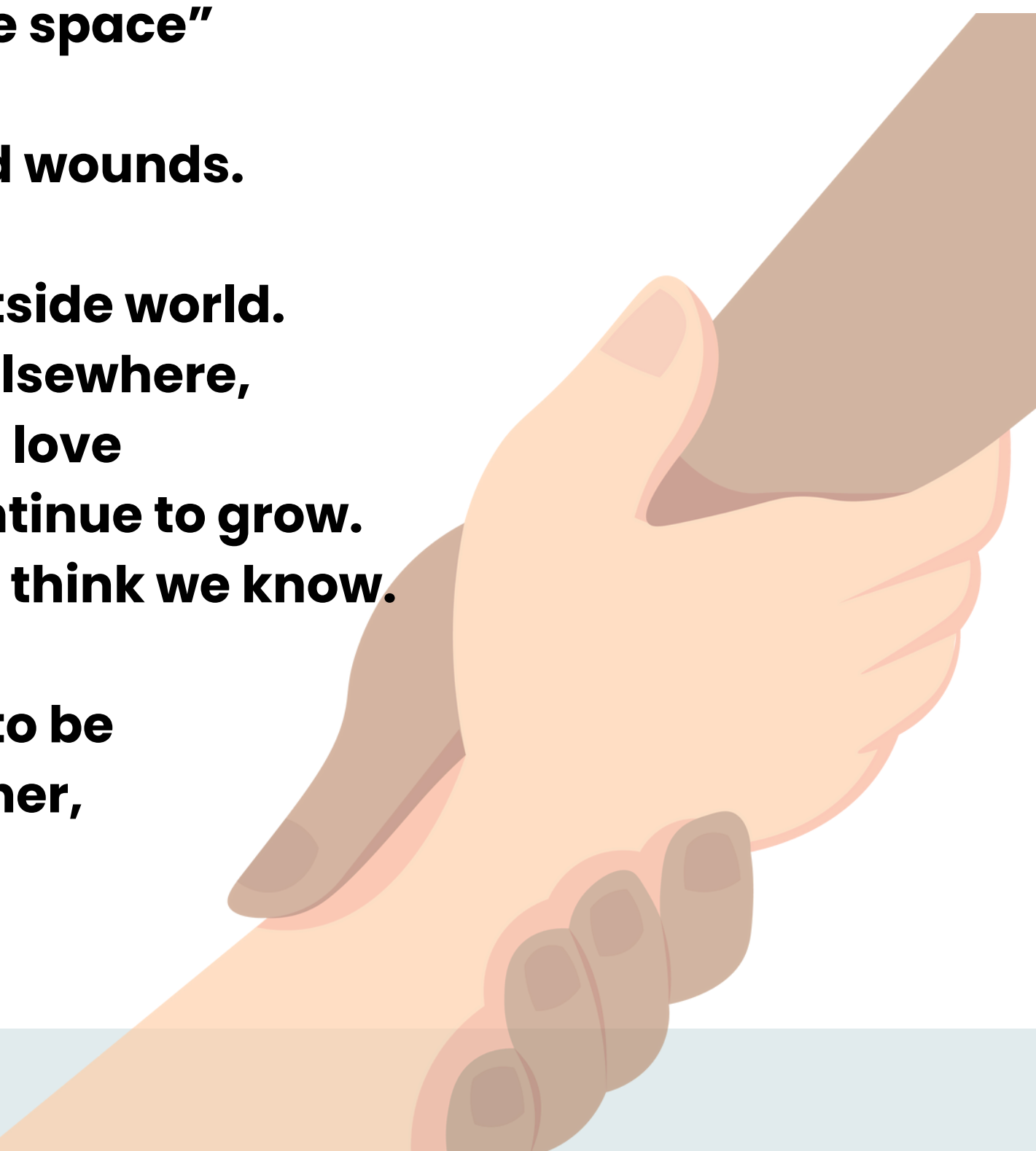
We have also learned from People's Voice Media the skill of community reporting and careful curation of stories of lived experience. We share these with permission to enable people to reflect and learn in order to affect positive social justice change. <https://peoplesvoicemedia.co.uk/>



Brave Space Poem – by Mickey ScottBey-Jones



**Together we will create brave space
Because there is no such thing as a “safe space”
We exist in the real world
We all carry scars and we have all caused wounds.
In this space
We seek to turn down the volume of the outside world.
We amplify voices that fight to be heard elsewhere,
We call each other to more truth and love
We have the right to start somewhere and continue to grow.
We have the responsibility to examine what we think we know.
We will not be perfect.
It will not always be what we wish it to be
But It will be our brave space together,
And
We will work on it side by side.**



THE SESSIONS

**Around 160
people
participated**

Most sessions were run online.

Curators of Change use an overarching set of principles and approaches, and always take care to plan, test and adapt to suit a local issue or the needs that emerge in the moment.

This means that feedback looks and feels different for each area illustrating the principle that there is no magic single formula.

The areas that took part from the Eastern region were Essex, Hertfordshire, Norfolk, Milton Keynes, Bedfordshire and Luton.

Link to the video we shared at each of the sessions:

**[www.communityreporter.net/
story/coproduction-week-
2024-value-coproduction-
2024-07](https://www.communityreporter.net/story/coproduction-week-2024-value-coproduction-2024-07)**





This session considered 'The Value of co-production.' Below are some of the reflections...

- Co-production takes time but it is worth the investment
- The self worth of co-production, being heard, listened to and invested in...
- The rich experience of diversity
- We hear the same feedback and don't change for the better
- Co-production is just a word – what matters is the relational aspects of this work
- After all the work is done, making sure the decisions reflect the voices that were heard. otherwise what's the point?
- Co-production is like a jigsaw puzzle. It needs all the pieces to come together to make the magic happen!

The key learning we heard ...

NOTHING ABOUT US WITHOUT US

- Need people with the lived experience involved from the outset – a genuine blank sheet of paper – talk to people about what they need and then work on it together – side by side..

PEOPLE MUST BE INCLUDED AND REALLY HEARD

- Lived experience is really powerful we need to hear it

CO-PRODUCTION IS A JOURNEY AND THERE IS MORE TO DO

- Sometimes the intentions are there but the message doesn't go up and down from top to bottom

NEW SKILLS NEEDED

- Think outside the box and not trying to fix

SYSTEM CHANGE IS NEEDED

- Those involved in co production should have a seat at the decision table too
- Joining up across other parts of the system – stop co-producing in silos

CHALLENGES THAT MUST BE TACKLED

- Spaces need to be more diverse
- Where is the diversity in these spaces...
- Reward and recognition policy .. missing





In Hertfordshire we heard what was missing and important:

- Involve people right across the 'system' especially those who may not easily access co-production spaces
- Co-production; how to make sure it's working better...
- Everyone takes responsibility
- Design with people and their unique journeys at the start
- Value people's time
- Have patience and make time
- Create equity
- Communicate the benefits of co-production
- Improve language "I don't like 'hard to reach' 'Marginalised'"
- Focus on diversity
- Funding and resources

What could be next?

- Share learning and bring different people together through international and local co-production networks
- Use co-production to learn beyond this system – eg enter and view across social and health care





In Norfolk we heard what was missing and important:

- **Mixed spaces to listen, talk, support, make change happen (while keeping people safe) – conversations and networks**
 - *"Day to day conversations about how support and care are experienced becoming the 'normal' way"*
- **Open cultures that allow people to be confident to have a voice**
 - *"Some organisations say they are for co-production. But if they are a closed culture – not open about what they really do – How to keep these safe?"*

Learnings for Norfolk

- **"Unlearning for social workers We don't always know best"**
- **"Trust people** really know their own needs and hopes" *"How massive it is to 'feel trusted', which co-production at its best can do"*
- **"How do we shift from conversations to genuine co-production"**
- **"Out of the box – What if we really started with a true blank sheet? just ask what would true support look and feel like? Could we test this and really make that spread?"**
- **"Widen participation** – need to include everyone's experience of care...."
- **Need to learn from local good examples ".... a recent great event that was super inclusive of deaf/ blind community"**



During this session we heard:

- New ideas and solutions about challenges they faced
- New ideas for innovative service offers (eg. support specifically aimed at increasing independence and socialisation following covid lockdown protocols)
- People remain hopeful for change

Missing elements essential for success include:

- Time and budget for co-production
- Emphasis on Equality, Diversity and Inclusion
- Continuous conversations and communications with people who access care and support
- Trust building



This focus of this session was Direct Payments and the themes and ideas that emerged included:

Awareness, training & communication



- Social Workers need training and awareness
- Awareness raising for people who may need care and support

Direct Payment Process



- A team dedicated to Direct Payments
- An accessible straightforward process
- Could Direct Payments be offered as a default?
- Need for options and a creative approach

Direct Payment Policy

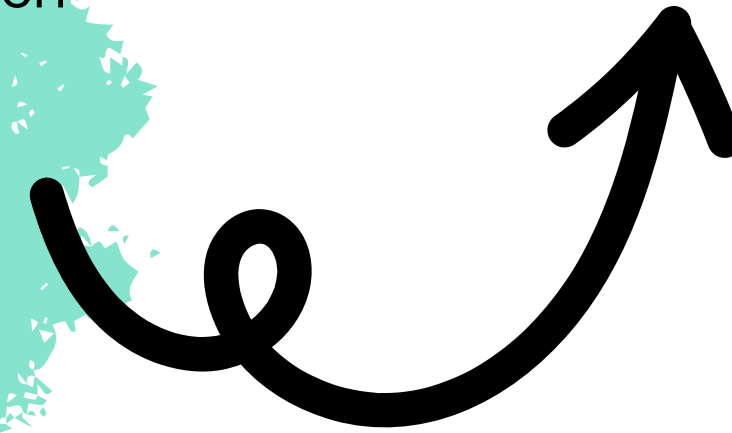


- Balance scrutiny of public spend with realism and compassion
- Tackle Issues with pay rates

Direct Payment Principles

Principles for co-production should run through the training, process and policy:

- Approach should be empathetic not threatening
- Diversity informed
- Co-produced at all levels



Final Reflections

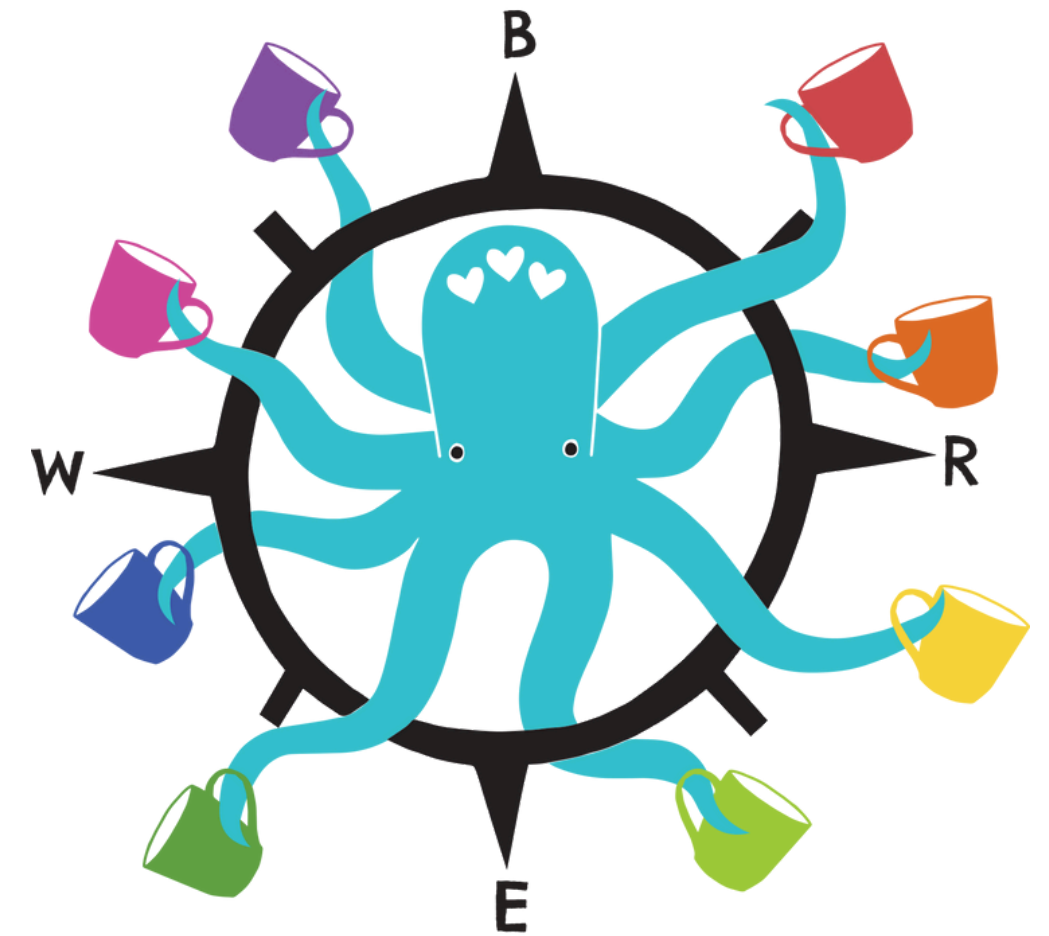
Co-production adoption is still patchy, but the movement continues to grow. When we think about what's missing, it's different wherever we are.

However, some of what's missing appears to be consistent across all areas, including :

People; people from marginalised and racialized communities, those isolated or with access needs, those who feel or are excluded. People who hold power might also shy away from things they don't recognise as holding value.

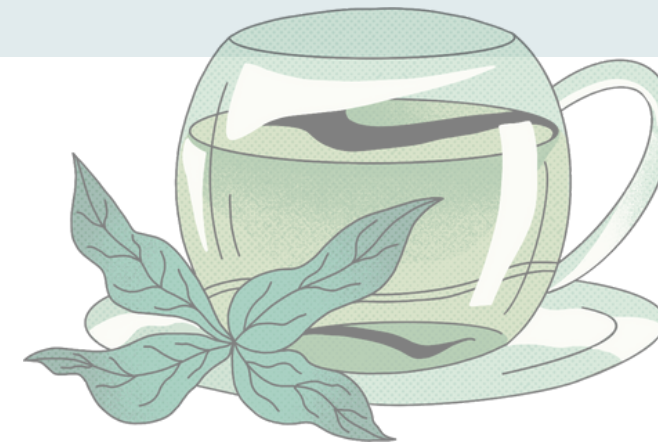
Investment and time are often missing but the more that people experience and share the impact of co-production, the more interest will grow. This recognition of value and impact will influence the prioritisation of funding, focus and much needed time.

Continuing to find ways to **amplify the work and embed co-production in culture and practise**, will enable this change to happen.

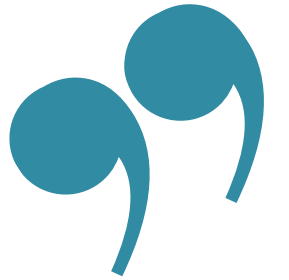


Overall Feedback from the sessions

Today has been a great opportunity to be reminded of the values of Co-pro and having the opportunity to meet and understand others' experience



Once again thank you for a great session



Very interesting with a couple of superb groups...

These are great sessions

It has been so interesting and helpful - making connections, listening and learning from others! Fabulous would love to come again!

Exactly what we need more of, feeding back to primary services!

Great chat - with people we haven't talked to before

Great to see the collaborative views of everyone coming together



It has been a very impactful experience



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**Thank
You!**

