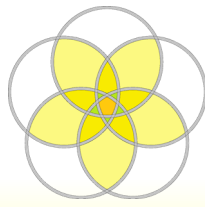


# Changing Futures

Cambridgeshire & Peterborough

Newsletter #8 November 2024



Welcome to our 8th newsletter — it's short & sweet with [links](#) to more detail. Depending on your device you can click a link, or press 'Ctrl' and click.



## What is Changing Futures?

Changing Futures is an ambitious programme where system partners work to transform how people facing multiple disadvantage are supported in Cambridgeshire & Peterborough. People with lived experience are at the heart of the how the programme is shaped. For a catch-up on progress and all our Newsletters please visit our [webpages](#).

## Systems Leadership foundation training

Changing Futures Cambridgeshire & Peterborough is delighted to announce a partnership with Making Every Adult Matter (MEAM) to offer a programme of systems leadership training as part of the on-going commitment and support for systemic change around multiple disadvantage.

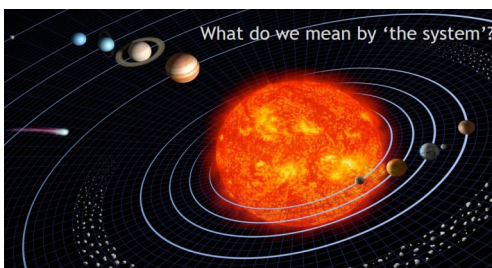
The 12-week programme will provide an introduction to the MEAM approach principles and best practice. It will be ideal for people interested in developing skills in systems thinking and practice. The training is open to everyone across all sectors across Cambridgeshire & Peterborough - front line workers, team leaders, operational and strategic leaders. There are 48 places in three cohorts:

- first cohort starting by end November 2024
- second cohort early in New Year 2025
- third cohort Spring 2025

To register your interest please [click here](#) for more information and the form. If you have any questions, please email [kyle.buckle-hodgson@cambridgeshire.gov.uk](mailto:kyle.buckle-hodgson@cambridgeshire.gov.uk)

## Trusted person approaches

In October, Changing Futures started exploring how Trusted Person Approaches could enable seldom heard from groups to access the support they need, working with the Bretton, Park & Hampton Integrated Neighbourhood and their partners. Although the focus was on multiple disadvantage, the approaches and principles can be applied to other people to prevent problems arising.



The group has agreed to meet again to look at how trusted person approaches might be implemented in the Neighbourhood.

Picturing the system as a galaxy

## Get involved with the MEAM Approach Network – Connect, Learn, Collaborate

Are you working with individuals facing multiple disadvantage in Cambridgeshire & Peterborough? The MEAM Approach Network offers a unique opportunity to connect with professionals across the country who are dedicated to improving services and systems for people experiencing multiple disadvantage, and who are committed to sharing their learning.

Cambridgeshire & Peterborough are part of the existing MEAM Approach Network and are joined by [ten new areas](#), further expanding our collective knowledge and resources. You can get involved and gain access to a wealth of resources, including training, events, and a vibrant online community, all designed to support you in applying a systems approach to multiple disadvantage.

One of the best ways to stay connected is through our [Mighty Networks platform](#). Here, you can join discussions, share best practices, and access exclusive content on trauma-informed practice, co-production, and systems change. It's a space for collaboration and innovation as we work together to address the root causes of multiple disadvantage.

For more information on the resources and training available through the MEAM Approach Network, or for any membership queries, feel free to reach out to our new Membership Manager, [Hana Bloedel](#).

## A more trauma informed system

Following our last workshop in July we have established 4 "fieldwork" groups to progress some areas of work to help create a more trauma informed system. We've had a fantastic response to the fieldwork invitations and are now getting the groups up and running. Each group will have two facilitators who will support the group and help make sure the 4 groups connect without too much overlapping. The groups are:

 <p>1 Develop &amp; explore shared resources</p>	<p>7 participants. Facilitators: Sue Beecroft &amp; Stef Martinsen-Barker</p>	 <p>3 Repair-change-improve</p>	<p>8 participants. Facilitators: Fiona Kerr &amp; Tom Tallon</p>
 <p>2 Learn</p>	<p>6 participants. Facilitators: Chris Dade &amp; Christian Iszchak</p>	 <p>4 Reflect</p>	<p>6 participants. Facilitators: Stuart Brown &amp; Becky Dunmore</p>

If you have volunteered you get an email confirming your group, and the facilitators will be in touch to bring the groups together. You can find a note outlining the task in hand [here](#).

We are looking at holding the next workshop early in 2025 and hope to confirm a date in November. At this we will:

- Hear what the Fieldwork groups have been looking at
- Listen to examples of great & innovative practice across our system
- Continue our collaboration on a more trauma informed systems

**It is not too late to join!** If you would like to join one of these groups or join the next workshop in the New Year, please get in touch. Also feel free to pass this information on to others who may not be connected. We are very happy to welcome new people!

Please contact [tom.tallon@cambridgeshire.gov.uk](mailto:tom.tallon@cambridgeshire.gov.uk) or [sue.beecroft@cambridge.gov.uk](mailto:sue.beecroft@cambridge.gov.uk)

# Learning by experience...

Donald, an expert by experience, was invited to share his experience of the Changing Futures team as part of an on-line meeting for County Council staff, called Cambridgeshire Conversations. He said

*'Now I don't have a trusted person, I have a trusted channel. Marie has gone from being my trusted person, to someone I consider to be my family, and her network has become my trusted channel. I now have a good future, all thanks to one encounter, with someone who cared for long enough, for me to put my trust in them. That trust is now rock solid, I am looking forward to building on it further'.*



Donald and Marie in "Cambridgeshire Conversations" with Stephen Moir, Chief Executive of Cambridgeshire County Council, Aug 2024

## Coproduction Summit

In September, Changing Futures took part in a Coproduction Summit in Ely organised by the Integrated Care System. The summit was addressed and inspired by Anthony Pickup, the involvement and inclusion manager at MEAM. We facilitated the workshop "What existing rules / conventions / behaviours / assumptions would need to be redefined or broken in order to change the culture of involvement and participation". We are now working with an emerging cross-sector network to identify and act on common interests. If you are not connected with this network but would like to be, please let us know. Everyone is welcome to coproduction. For more information contact [tom.tallon@cambridgeshire.gov.uk](mailto:tom.tallon@cambridgeshire.gov.uk)

## Team updates

**Mihaela** joined us in June and has been working creatively in Fenland to...

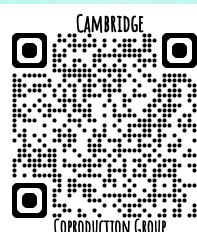
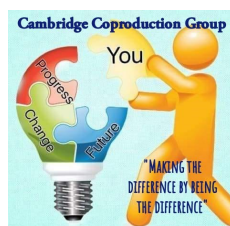
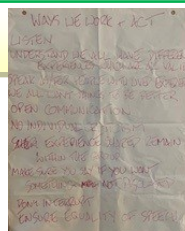
- Make contact with and meet people facing multiple disadvantage who are not working with a trusted person; more on trusted person approaches [here](#).
- Work with each individual to find out their needs in their own words.
- Bring her help to each person and enable other agencies to contribute their help too, as fits the person's needs.

Mihaela has already had some successes and is keen to do more. Please click here to open her first case study which is about [Nathaniel](#). You can contact her at [mihaela.popa-cirlig@cambridgeshire.gov.uk](mailto:mihaela.popa-cirlig@cambridgeshire.gov.uk) We also want to welcome **Chloe Johnson** who joins to support the team while Eleanor is on maternity leave.

## Cambridge Coproduction

The Cambridge Coproduction Group has been working on improving the experiences of people with multiple disadvantage who go to A&E. Initially the group worked with people from the University medical school to examine the issues. Then, in September, Changing Futures brought together a workshop where people with lived experience worked with consultants, nurses and patient participation groups to see what could be done. All groups learned from each other and identified some quick wins, some mid term 'do-ables' and some longer term aspirations. They plan to meet up again to progress the conversation. Next the group will be looking at experiences people have, when homeless.

The Group has set up a Facebook group and designed a brilliant new logo. You can scan the QR code to find the group or click on this [link](#).



## What is system leadership?

When thinking about multiple disadvantage, and the organisations a person faces when dealing with the 5 'petals' we can agree things are likely to get complex.

The organisations involved, which we can think of as parts of the system, are related to each other in many hard to define and often ambiguous ways.

The interactions and connections between those parts of the system are unpredictable and boundaries between parts of the system are often unclear and fuzzy.

This makes it difficult to identify and understand what sits at the root of multiple disadvantage; what slows or stops attempts to deal with the organisations as one system; and can easily lead to racing to a solution which seems feasible but fails to tackle the root causes of the problem.

**In other words, if we want to genuinely transform outcomes for those facing multiple disadvantage, we need to approach it as a system.**

What is essential to taking a system approach is having a culture:

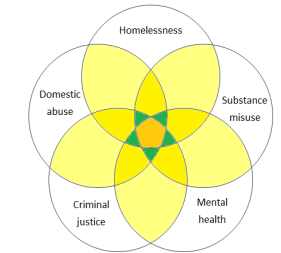
- Where a system approach can flourish and thrive.
- Where colleagues are empowered to work and think systemically in their day-to-day practice; liberated to look beyond the surface symptoms of problems they confront and to intervene at the cause.
- Where practitioners can trailblaze working for, with and to the interests and needs of those they are trying to help, building a better, more connected landscape for partnership working; encouraging and celebrating flexible approaches which are both trauma-informed and person-centred.

**This is system leadership:** activity that steers our organisations and their cultures to work, think, and function more "as a system", growing the collective ability of everyone involved, to address multiple disadvantage.

People who do system leadership – system leaders – do not have to be in any particular role or organisation. They don't have to wield any particular powers.

**As long as we commit to taking a systems approach seriously, the ability to transform the way we work and what it can achieve is within all our hands.**

From Kyle Buckle-Hodgson, System Leadership Learning and Development Manager at Changing Futures



Multiple disadvantage: 5 petals



## Get in touch...

You can now:

- E-mail the Changing Futures team at [changingfutures@cambridgeshire.gov.uk](mailto:changingfutures@cambridgeshire.gov.uk)
- Visit our Cambridgeshire Insight [web page](#)
- Visit the [Making Every Adult Matter](#) website

