

SCiP5

Emotion Coaching

Emotion Coaching Programme for Youth Justice Professionals

WHAT IS IT? A trauma-informed programme (either face-to-face, online or blended) delivered using a combination of group/one-to-one coaching and reflective practice

HOW LONG DOES IT TAKE? Ideal delivery is 18 hours over 3-4 months – this type of professional development cannot be delivered through two-hour PowerPoint presentations!

GUIDE PRICE For individual or small group (up to 10) commission £2,500 + travel/subs (if required). This is a guide price, dependent on a negotiated customer pathway. Please call.

OUTCOMES

- Trainees are introduced to the Emotion Coaching toolkit, which has been especially tailored to support professionals working in Youth Justice
- Trainees develop an understanding of the neuroscience behind social and emotional interaction, stress, brain development and the importance of self-regulation
- Trainees are supported to develop a personalised approach to emotion coaching (every person is different!), through coaching and reflective practice, including reflection that helps individuals understand their own emotions and emotional responses better (meta-emotion philosophy)
- Teams are supported to review and evaluate changes in behaviour and practice, through sharing case studies and resources
- Children and young people served by the team learn how to emotionally self-regulate more effectively, leading to better life outcomes

“I have really enjoyed hearing about all of the experiences of staff allowing us to get to know more about each other, also being able to consider how this can be put into practice in our own lives along with professional lives. I also am really interested in all the brain development stuff” St Helens YOT ETE Worker

“I really enjoy taking the time to reflect and hearing everyone's personal experiences which I think brings the training to life.” Southwark ETE Worker

“It's been a fantastic session, one of the best I've experienced in 20 odd years as a PC, lots of takeaways for work and home. Now you need to work your way around the rest of the force, many of whom would benefit from this session.” South Wales SCPO

Emotion Coaching as a gateway intervention

In recent years a huge stride forward has been made in terms of understanding the life-course impact of childhood trauma, of ACEs (Adverse Childhood Experiences) and of disadvantage and neglect. The next step is to turn understanding into informed and effective front-line practice.

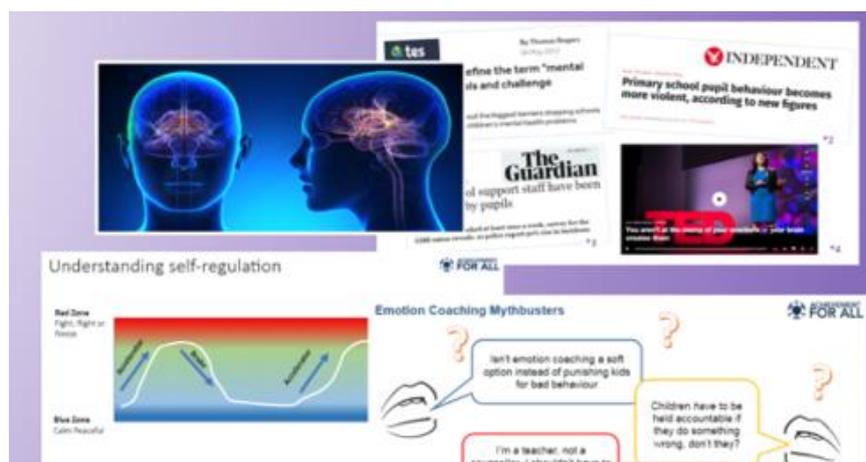
Emotion Coaching is an attachment-based tool that **helps children to self-regulate and manage their own emotions** by developing emotional self-awareness and nurturing relationships in teams around them.

If, because of emotion coaching, children become more responsive to help, support and guidance through better emotional self-regulation, the impact will be measurable beyond the programme: in this regard, **emotion coaching can be perceived by service leaders as a gateway intervention.**

What is Emotion Coaching?

All too often a lack of self-control leads to children, already in difficulties, to make things worse for themselves.

Be it in the community, within families, in the court system or within secure estate settings, emotional flare-ups and disproportionately aggressive and volatile behaviours result in situations escalating rapidly out of control.



We now know from some of the latest brain research how early childhood experiences shape the developing brain, and how disproportionately aggressive and volatile behaviour has its roots in early childhood trauma: *an anxious, frightened or angry mind will not learn!*

Emotion Coaching can have a profound impact on the life chances of these traumatised children.

Emotion coached children:

- Are more emotionally stable
- Are more resilient
- Achieve more through study
- Have better relationships with their peers
- Have fewer behavioural problems
- Have greater resistance to disease and illness.

The impact on adults working with challenging children is also compelling¹. Research has shown that Emotion Coaching enables adults as well to understand their *own* emotional responses and communicate more effectively and consistently with children about their emotions, particularly in emotionally charged situations, leading to a reduction in stress and an increase in wellbeing and readiness to learn:

- Improved staff wellbeing as evidenced by a decrease in staff absence
- Improved family life for their dependents and their families
- Improved professional reactions and response to children's emotions
- Improved staff self-regulation which supports positive interactions with young people
- Increased sense of practice competency and setting ethos

Emotion Coaching staff training and professional development

In 2019-2020, Marius Frank, Laura Stagg and John Drew (when working for Achievement for All) trialled a number of delivery models to embed emotion coaching into everyday practice within youth offending teams. This included work in Hackney, Southwark, Westminster, Lambeth and Camden sponsored by The Fishmongers' Company Charitable Trust.

Despite the intense challenges posed by the Covid-19 lockdown:

- **We moved to on-line delivery of training and professional development** (using Teams, Zoom and Google Hangout) supported by a set of support resources of high quality and impact (thanks to the Fishmongers' funding). This included video "guides by the side" to support small group and coaching discussions and dialogue
- Additional materials on **social and emotional resilience** were developed and added for further study and professional development

¹ <https://www.emotioncoachinguk.com/research>

Here is a short extract from a Southwark YOT training session which shows how emotion coaching is impacting on practice.

Using the emotion coaching approaches with a troubled teenager 3:51

<https://youtu.be/dA7QB40qwKs>

What service leaders have said

The Project has been instrumental in creating a safe learning and reflective space that fully acknowledges the challenges professionals face on a daily basis when engaging young people. Irrespective of how much we all appreciate the value of multi-agency working and information sharing, it does not happen enough.

We at Southwark YOS, therefore worked with AfA to bring together colleagues from different teams to work, learn and develop together. This has promoted our working relationships and supported a shared understanding of our shared practice which insists on placing the 'Child First'. Support from our Mentors has been incredible in educating us with regards to the Emotion Coaching approach and supporting us into implementing this into practice.

Emotion Coaching is a valuable tool that I have taken with me to my new role at Southwark Virtual School where I have the opportunity to continue working with Southwark Colleagues to promote the wellbeing, safeguarding and support of Looked After Children, particularly those with SEND, of which there are a disproportionate number. It reassures me to know that we will continue to receive this support for a further year where I can continue, along with my colleagues, to strive for excellence as we work collaboratively to support every Southwark Child. Thank you.

Bhavika Sahiri

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"The development of Emotional Coaching within Hackney Youth Offending Team would not have been possible without the funding of AFA, and their support during the journey that they have taken us on.

Hackney YOT had a clear vision of where we wanted to be at the end of the two year period and with the support of the AFA, this would not have been possible. We are already able to see the influence of emotional coaching throughout all aspects of our practice and our language changing as our knowledge and practice expertise grows.

Although change can always bring challenges to manage, the excitement surrounding emotional coaching and the impact that it's having upon Hackney YOT is evident and we know that this approach will only drive improvement for the children that we work with."

Hackney YJS works with up to 200 individual children each year, involved in either informal or formal youth justice interventions.

Kelly Duggan Service Lead

Hackney

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Contact Marius Frank to discuss your requirements: marius.scip5@gmail.com