

Thesis Abstracts

Professional Doctorate

Social Work & Social Care

(from 2008 to Spring 2024)

Tavistock & Portman NHS Foundation Trust
University of East London & University of Essex



INTRODUCTION	6
1. BECKLER, LYDIA (2014).....	9
Who would be a residential child-care worker?	
2. BOLAJI, WURAOLA (2021).....	11
Tiger! Tiger! What is the experience of trauma and transition into adulthood of African refugee and asylum-seeking care leavers?	
3. CASEY, TOM (2022).....	13
An exploratory study investigating the experience of a group of Irish social workers undertaking an applied training in mentalization-based thinking and practice.....	
4. COMFORT, JILL (2018)	15
Negotiating Sibling Separation: A Study of a Method of Group Work with Siblings in the Adoption Process and Organisational Responses.....	15
5. DEACON, JUDE (2010).....	17
From perversion to policy: knowing and not-knowing in the emergence and management of critical incidents	17
6. DEVECI, YESIM (2021)	19
'Will to survive': the lives of young people with 'no papers' in the UK.....	19
7. DZUDZOR, GEORGE (2021).....	21
The Lived Experience of Ghanaian Trained Social Workers in Child Protection in England.....	21
8. EZENDIOKWELE, ROSELYN (2021).....	23
The lived experiences of first generation West African black parents whose children have been subject to statutory interventions.....	
9. FORBES, DAVID (2011).....	25
Probation Officers: The next generation.....	25

10. FOSTER, JUDY (2009)	27
Thinking on the front line. Why some social work teams struggle and others thrive.	27
11. GIBBS, RAELTON (2013)	29
Standing in the shadows: Faith, homelessness and troubled lives	29
12. GKARAVELLA, ANTIGONI (2014)	32
A study of patients referred following an episode of self-harm, a suicide attempt, or in a suicidal crisis using routinely collected data.	32
13. GRAHAM-RAY, LIN (2020)	34
What sort of nurse are you? Nursing in a social care setting: looked after children’s views and stories.	34
14. GREGOR, CLAIRE (2013)	36
How might parents of pre-pubescent children with gender identity issues understand their experience?	36
15. HARVEY, ANNA (2017)	38
"The shadow falls": Understanding the factors involved in decision-making in local authority children's services	38
16. HERD, JANE (2014)	40
Understanding hard to reach adolescents: A bio-psycho-social model of aetiology, presentation and intervention. .	40
17. HINGLEY-JONES, HELEN (2008)	42
Trying Transitions’: Researching the Identity Development of Severely Learning Disabled Adolescents; A Psychosocial, Observational Study	42
18. IGANDAN, AYODELE (2022)	44
An exploration of Health and Social Care Practitioners’ work with mental health clients who have no recourse to public funds.	44
19. JORDAN, HIA (2023)	46
Brown Girl in the Ring: What are the Experiences of Senior Female Black, Asian, Minority Ethnic Leaders in Social Work Today?	46

20. JORDAN, STEPHEN (2015)	48
That joke isn't funny anymore: Humour, jokes and their relationship to social work.....48	
21. KAY, JANNA (2023)	50
Safeguarding adults: The impact emotional and unconscious factors have on decision making	
22. KHANUM, NAVIDA (2018)	52
The curse of domestic violence: An in-depth qualitative study based on biographical interviews of British Pakistani women to understand the dominant psycho-social factors which influence women's decisions when it comes to leaving or staying in an abusive relationship.....	
23. MADEMBO, CLAUDE (2015)	54
Unconscious processes in multi-agency partnership working for protecting and safeguarding children. A psychoanalytic examination of the conception and development of a multi-agency safeguarding hub (MASH) project in an inner London local authority.....	
24. MADEMBO, RUTH (2018)	56
The complex dynamics of performance management and improvement in Local Authorities. A psychoanalytic study of how a Local Authority organisation functions and survives an Ofsted inspection	
25. MANDIN, PHILIPPE (2014)	58
Creating a space to think in a structured world: An exploration of the structures, relationships and emotions emerging in Network Meetings in the wider context of child care proceedings	
26. MOORE, TANYA (2020)	61
The emotional experience of continuing professional development for social workers.....	
27. NOYES, CHARLOTTE (2015)	65
Live work: The impact of direct encounters in statutory child and family social work.63	
28 O’SULLIVAN, NICOLA (2017)	65

	The dichotomy of ‘thinking’ and ‘doing’ in social work practice with neglected infants and toddlers. How do social workers respond to neglect and abuse in infancy, and does this change with the introduction of a sustained case discussion forum?	
29.	RICHARDSON, ANDREW (2020)	67
	It's personal: Lived experiences of Adult Social Care and Social Work practice in a policy context of personalisation	67
30.	ROBINSON, GILL (2022)	69
	Rolling with defences: A space to think: An exploration of a bounded reflective group for approved mental health professionals.	
31.	RUSSELL, KATHLEEN (2015)	71
	Psychosocial concerns and individual anxieties for fathers with testicular cancer	71
32.	SCANLAN, KATHARINE (2018)	72
	Bringing death home: Towards a deeper understanding of the implications of The End of Life Care Strategy for those individuals and organisations providing care in non-specialist settings.....	
33	SMITH, HENRY (2022)	74
	What happens in the Frontline Unit Meeting and can this model be of use to Children and Families Social Work?	
34.	SMITH, SYLVIA (2014)	76
	'So you want to be a manager?' To what extent does the recognition and understanding of unconscious processes play a useful part in the management of frontline social work practice. An in-depth study of a children and families resource centre.....	
35.	SWANN, GAVIN (2015)	78
	Breaking down barriers: Developing an approach to include fathers in children's social care	78
36.	THAKRAR, RUKHSANA (2017)	80
	You never arrive at a place where you can put your feet up or put your foot down. A study of conscious and	

	unconscious processes in assessments of black and ethnic minority families.....	80
37.	THOMPSON, HANNAH (2022)	83
	Erosion of good intent: Professional perspectives of child protection conferences	83
38.	UTTARKAR, VIMALA (2008)	85
	An investigation into staff experiences of working in the community with hard to reach severely mentally ill people.	85
39.	WALSH, JEREMY (2015)	87
	The contemporary dynamics of caring - A qualitative study of the relationship between mental health professionals and carers of people with long term mental health conditions.	87
40.	WATKINS, LISA (2023)	89
	In their own words: American student narratives of Challenges and Struggles while studying abroad.....	
41.	WEEKES, ARLENE (2021)	91
	The complexities of making recommendations for adoption and fostering panels: an investigation of the biographic and professional influences on panel members' decision-making and attitudes.....	91
	TRIBUTES TO ANDREW COOPER	93

INTRODUCTION

Tavistock & Portman NHS Foundation Trust



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Foreword

As the core staff team of the Professional Doctorate in Advanced Practice and Research, Social Work and Social Care, it is a great pleasure to write the foreword for the DNET doctoral brochure.

We are grateful to Dr Katharine Scanlan a graduate of the programme, for developing the brochure and continuing the cultivation of a network of programme graduates, who, at time of writing have completed a total of forty one Doctorates.

The brochure represents a valuable working document. It records summaries of every completed doctoral project of the course (in its current form, validated by the University of Essex, and earlier incarnation, validated by the University of East London), as well as information about the destinations of these alumni after completing the programme. Full text versions of these and future theses can be found in the Tavistock Library repository (http://bit.ly/Social_Work_theses).

We are proud of the diverse community of students that have been involved with the course and that the concern of many doctoral research projects has been with issues of inequality, difference and race. We are also proud of the track record the course has in developing scholarly practitioners, whose work spans the academy and practice. We believe that this type of research plays a vital role in the development of practice-near scholarship in its close attention to the complexity of practice experience and makes a contribution to the organisations in which students work.

The brochure bears witness to the range and diversity of students and their research interests throughout the years since the programme commenced. Many of the projects engage directly with the lived experience of service users and/or professionals, others with specific aspects of practice and others with complex organizational processes. Each abstract is an invitation to read further and each thesis an opportunity to engage in depth with work that offers insight and knowledge, not only of the subject but also what it means to study at this level on this particular doctoral programme.

In essence, we see the course as having two key functions. One is to help social work and social care professionals to become more emotionally astute practitioners, who are able to reflect on their work and practice in depth, particularly in terms of relationships - and the ways these relationships are governed by powerful affective and social processes. The other is to develop competent practitioner researchers who engage in research enquiry directly related to the concerns of professionals and the often marginalised communities that social work and care professionals serve. A consequence of the first function is to further emotionally literate

organisational approaches to relationship-based practice. The second function furthers knowledge in the professional field.

As the brochure attests, the course is undertaken for a range of reasons. For some students, it is a foundation or steppingstone in their career - a means of moving into a different role which combines some form of teaching, consultancy and research. For others, it is a capstone in their career - completing a doctorate was a long-held aspiration, but not something they were able to carve out the time to do, and now realized during the latter stages of their career. At whatever stage in one's career one completes a doctorate, it is a tremendous achievement. And this brochure serves as a celebration of the great work that has been undertaken by course graduates as they have grappled with the challenges of doctoral study together.

We hope that the brochure will continue to be used as a source of reference for current and prospective students, who may be curious about other completed projects whose driving concerns perhaps parallel their own. The brochure also provides a means of reviewing the contributions to social work and health and social care scholarship by the course community.

To say that doctoral research is practice-near does not mean it is always practical in orientation. Whilst related to practice and 'applied' topics, many students have used sophisticated 'psycho-social' methodologies and have shown a great deal of ambition in terms of the theoretical frameworks deployed. We welcome this sophistication and believe that a plurality of approaches is not only appropriate but necessary for the multifaceted issues care professionals engage in their daily endeavours.

We write this foreword as something of a 'new' staff team which has changed following the growth of the course. We hope to continue to involve graduates in different roles linked to the course, particularly in teaching and support for current students. This version of brochure also marks the first which will not involve Andrew Cooper, who was so central to setting up, leading and championing the course for many years, and whose loss in July of this year has been keenly felt across the course community. Andrew was an influential contributor in psychoanalysis and social work and in relationship-based practice and research. In many ways, the course embodies much of his own ethos and approach. This will, we hope, be honoured as the course continues to grow and develop. [Tributes to Professor Andrew Cooper \(1953-2023\) are at the end of this brochure.](#)

Dr Louise Grant, Dr Anna Harvey, Dr Amina Adan, Dr Philip Archard

1. Beckler, Lydia (2014)



Who would be a residential child-care worker?

Abstract:

Who would be a residential child-care worker? An exploration of the motivation for entering and remaining in this role.

Whilst I was working in the sector, in a climate where residential child care workers had little professional status, were being expected to work with very challenging young people and at times blamed for the failings of the care system, I wanted an in depth understanding of what sort of people chose to take up this role and what, if anything, helped them to remain in post. To answer that question, 'Why do we do it?' I used the Biographical-Narrative-Interpretive-Method, (BNIM) to interview the volunteer participants as I wanted their narrative, which contains both conscious and unconscious material about their lives and work in residential child care.

I also placed a web-based questionnaire on the site, 'Residential Child Care Network', to get a different set of data. The data related to race, gender, age, length of service, qualification, ongoing training and number of establishments worked was set and compared to the National Survey. The narrative and other qualitative data was analysed twice. Firstly, using relevant psychoanalytical theory, defence mechanisms, reparation, oedipal situation and group functioning, and then applying French sociologist Bourdieu's concepts of habitus, capital, field and practice.

I strongly believe that the use of the two theoretical frameworks led to a much richer and more holistic result as it enabled me to attend to both the inner worlds of the participants and the more sociological areas of family background, social

context and education. Although work is considered reparational in itself, I identified that the need to make reparation was one of the factors which led participants to remain and interestingly, some to leave.

A significant finding was that the type of organisations participants worked in was related to their own social status, in as much as the establishments they worked in had a similar status in the field of child care as they had in the field of social class.

Overall, the research identified that there were both conscious and unconscious process taking place when the participants considered entering this area of work as well as why they remained. Furthermore, it identified that homes with high quality staff support which promoted ongoing training and education had a better level of staff retention.

One of the recurring themes was that of disappointment in the participants lives prior to entering the work. This was either in their disappointment of the lives and opportunities they had had or in their disappointment of their internal parental figures. This was for many a motivation factor which led them into the work. Another motivational factor was the opportunity to take on parental roles, whether to be better than their perceived parents, to surpass them or to replicate their experiences.

Update:

I left UK before I had finished the thesis to move to Crete but was able to do so due to the great support I had. Initially, I had some consultancy work and was returning to the UK to deliver training to residential childcare workers. With financial cuts both dried up and I took whatever work I could find locally. This led me into villa management. Once I completed my Doctorate, I set up my own consultancy company, specialising in management coaching and working with a select group of villa owners in developing holistic therapeutic holidays. One is never too old to try out new things, gain knowledge and learn new skills!

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Thesis available for download <http://repository.tavistockandportman.ac.uk/1059/>

2. Bolaji, Wuraola (2021)



Tiger! Tiger! What is the experience of trauma and transition into adulthood of African refugee and asylum-seeking care leavers?

Abstract:

This study explores the experiences of trauma and transition into adulthood of African refugee and asylum-seeking care leavers in the UK. It aims to help practitioners better understand the impact of trauma on these young people and give them voice. Giving voice generates better research and develops the confidence of refugees (Temple and Moran, 2006).

These young people make perilous journeys to the UK and battle traumatic experiences with the challenges of transitioning in a hostile environment. Supporting them is a challenge for local authorities. Despite these issues, there is little previous research interest about the experiences of trauma and transition into adulthood of African refugee and asylum-seeking care leavers in the UK.

Psychoanalytically informed Free Association Narrative Interviews (FANI) were used to explore six young people's unconscious processes. Cross-case analysis identified similarities in their stories, but there were divergences and complexities in their trajectories. The young people felt relieved for telling their stories. Their mental health issues can be difficult to detect, and transition into adulthood could deteriorate if faced with restrictions and barriers. Immigration status could impact their trajectories. Premigratory trauma, separation from family and adaptation to a new system could exacerbate their trauma. They rated emotional support highly and felt that trauma could make them stronger. Their closeness or openness to the researcher is nonlinear.

The study concluded that the young people's experience is complex. Practitioners need to be attentive to their inner world and external circumstances to better understand and support them. A more open practice and development of a psychosocial approach is recommended - also, opportunities for the young people to tell their stories and be treated as individuals. It recommends future comparative study of the experiences and trajectories of young people coming to Western Europe from Africa with those from other continents, and between those from British and non-British colonies.

Update:

Completing my research very recently has given me a fresh psychoanalytic insight into the complex trauma experiences of asylum seeking care leavers. It has also equipped me with new skills to understand and best support my team to look beyond the surface of what the young people are presenting to them, and to be alert to what practitioners might be bringing to relationships with these young people. I am currently a Team Manager in a Leaving Care Team. I am keen on presenting my research to help improve understanding and interventions with asylum seeking care leavers. I will be presenting at the Tavistock Doctoral Symposium on the 3rd of February 2022.

Contact – wb112013@gmail.com

Thesis available for download <http://repository.tavistockandportman.ac.uk/2584/>

3. Casey, Tom (2022)



An exploratory study investigating the experience of a group of Irish social workers undertaking an applied training in mentalization-based thinking and practice.

Abstract:

A bespoke MBT-informed psychoeducational programme emphasizing a novel tripartite model, comprising MBT, Attachment Theory and Regulation Theory was delivered in two hourly groups over twelve weeks. In addition to the provision of psychoeducational information, the groups incorporated a Tavistock style Work Discussion Group to support the participants' applied use of MBT to one of their own cases.

The study aimed to explore the participants' own experience of engaging with and acquiring a working knowledge of mentalization, its relevance, both personally and professionally, as well as garnering any learnings from this first attempt to research the provision of introductory MBT training to a group of social worker practitioners. Nine of the eleven social workers, recruited from a large metropolitan area in Ireland completed the programme.

Utilizing a thematic analysis in conjunction with a psychoanalytic lens, the transcriptions of the groups were analysed within a critical realist world view, using Braun and Clarke's six-stage model. The case studies were subjected to close scrutiny and reflexive considerations from which three central themes emerged for further analysis.

The study advances our knowledge by indicating a strong consensus amongst the participants that MBT was a relevant and beneficial theoretical and practice gyroscope to support the social work task. Participants warmly welcomed the new language and 'Thinking Tools' of MBT which supported their ability to conceptualize and articulate a level of complexity of their clients and their own intersubjective

process which they had previously struggled to enunciate. This novel tripartite model offers significant potential as a centralizing theoretical and practice framework. As such, it warrants further development and research. Future social work practice development could be beneficially advanced in light of these findings.

Update:

Having recently completed my doctorate, I continue in my role as Clinical Lead for the Attachment and Mentalization service which I founded in 2016. The aim is to support the reflective functioning of foster parents and those within the care team around a child in care. Increasingly there is a demand for supporting the reflective functioning of staff which is great to see.

In addition to the day job I have developed a private consultancy underpinned by the Ipseity model, (which is conceptually based in the tripartite formulation of Attachment theory, Mentalization and Regulation theory which I outlined within my thesis). The specific focus is to utilise the tenants of Mentalization-based thinking to support individuals, teams and organisations within human service organisations and corporate settings in order to think in a deeper way to facilitate their ability to undertake their work task.

The establishment of this consultancy is the most recent manifestation of my abiding interest in how the human ability to apprehend reality is mediated by the impact and interplay of our phenomenological experiences of our autobiographical history, our psychological defensive architecture, and our reflective functioning ability. This capacity is crucial in helping or hindering our ability to negotiate our social world. The execution of this capacity within our personal and professional roles and relationships continues to be captivatingly interesting to me.

Publications

Tom Casey (2021): The evolving use of Mentalization informed thinking with the 'Care Team' in the Irish statutory child protection system, *Journal of Social Work Practice*, DOI: 10.1080/02650533.2021.1922366

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Thesis available for download <http://repository.tavistockandportman.ac.uk/2727/>

4. Comfort, Jill (2018)



Negotiating Sibling Separation: A Study of a Method of Group Work with Siblings in the Adoption Process and Organisational Responses

Abstract:

This was a study of the author's practice innovation in therapeutic social work with siblings in permanency planning that started in 2009 and continues. Clinical and research supervision of the unfolding project facilitated a reflexive deepening and conceptualisation of the processes involved producing the practice model which this thesis introduces.

The practice intervention focused on the relational and emotional needs of sibling groups of children who all faced the inevitability of transition and potential separation from their own siblings.

The research process involved three key aspects: thematic analysis of data arising from the author's group work with the children; conceptualisation of the author's role as a boundary spanner, and the use of transformational conversations which contributed to changes in policy and organizational ways of thinking.

This thesis was underpinned by a psychoanalytic exploration of sibling relationships, group work and child-centred play therapy leading to the development of a new form of practice for which the term Sibling-Centred Social Work is proposed.

Update:

The Development of The Sibling Centre: Following a recent OFSTED inspection, the Local Authority has undertaken a major restructuring of looked after children's services. I have been offered the position of Clinical Lead Social Worker and Play Therapist, to develop a team and service to sit within a Specialist Intervention Service (therapeutic hub). From this, and as a direct result of the doctoral research, I have developed The Sibling Centre which is situated within the therapeutic hub. This is a dedicated therapeutic sibling service for cared for and adopted children, carers, adoptive parents and staff.

The group-work model, method and role central to the Doctoral thesis offers a relational and reflective practice method as a way of working with siblings in care and avoiding the potential of crisis-led responses.

The Play Therapy Group Work model is offered to all sibling groups in care as a way of professionals engaging with the siblings in order to attend to issues of sibling identity, their lived and perceived relationships with each-other and subsequent decision-making about their care plans.

Mandatory sibling training will be provided for all social work staff, encompassing psychoanalytic sibling theory and group work theory and practice, in order to develop a model of 'sibling-centred social work'.

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Thesis available for download <http://repository.tavistockandportman.ac.uk/1901/>

5. Deacon, Jude (2010)



From perversion to policy: knowing and not-knowing in the emergence and management of critical incidents

Abstract:

Through studying the report of a public enquiry (the Report of the Committee of the Inquiry into the Personality Disorder Unit, Ashworth Special Hospital: DoH 1999a) and a detailed analysis of interpersonal processes in professional consultations with forensic practitioners through the 'lens' of a psycho-analytically informed paradigm, a critical link is demonstrated between clinical interpersonal processes with patients in perverse, antisocial states of mind and professional performance.

The study shows unconscious processes attacking reality and thinking - 'nudging' professionals into acting out of role in ways known to contribute to the emergence of critical incidents. It is grounded in an enquiry that effected changes in legislation, policy, clinical practice and the delivery of social care in secure psychiatric settings.

Social work is conducted within a social arena of contemporary concerns about risk and its prediction and management. When things go tragically wrong, events are scrutinised in the form of internal and public formal enquiries with emotive media commentary. Recent examples – Victoria Climbié, Baby Peter – demonstrate the way the public imagination can focus on perceptions of professional failings. The explosion of private events such as these into the public domain results in changes to structures, processes and political understandings in relation to risk, danger and fear.

Such enquiries illuminate professional conduct with hindsight, foregrounding decisions that may appear misguided and are popularly held as evidence of

incompetence. However, rarely do they ask why apparently 'ordinary decent' professionals appear to have acted in extraordinary ways and usually sensible people sometimes do foolish things. This forensic study suggests that a psychoanalytic paradigm is a useful means of achieving a depth of insight in this context. It proposes widely applicable understandings of the types of personal qualities and management structures necessary to delivering high risk, high profile, anxiety-driven services in a social climate of fear.

Update:

After leaving Broadmoor Hospital in 2008, I spent some time as a General Manager in adult mental health services in South West London and St Georges. I have now worked for Oxford Health NHS Foundation Trust for 9 years, where I am currently the Director of Forensic Mental Health. In that context, I led on the development of one of the first adult secure New Care Model pilots, providing tertiary mental health service for adults in Thames Valley and Wessex. I am very proud to be Chair of the Advisory Group to the Royal College of Psychiatrists' Quality Network for Forensic Mental Health Services.

I still consistently find the outcomes of my research helpful to my approach, in that I developed the discipline of thinking within a paradigm that became how I understand the world. I also think that the experience of the process of qualitative research, and such a sustained experience of not-knowing, to have been a lesson in itself. I still find that internalised experience sustaining!

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Thesis available for download <http://repository.tavistockandportman.ac.uk/2265/>

6. Deveci, Yesim (2021)



Will to survive': the lives of young people with 'no papers' in the UK

Abstract:

This thesis explores the everyday lives, life histories, hopes and dreams of young people (aged 17 – 25 years old) with irregular/undocumented immigration status. The project grew out of 15 years' experience of working with young refugees and migrants in an urban context and a desire to understand more about the lives of those without authorised status in the UK. Drawing on in-depth qualitative interviews with seven young people, the findings suggest that undocumented youth survive on a continuum moving between life and death, Their aliveness or closeness to death is impacted by multiple psychological and socio-political factors.

This thesis has three main objectives. Firstly, it seeks to document and honour the participants' stories in ways which represent not only their struggles but also their capacity to continue living in the face of adversity and to hold hope for the future. Secondly, it delineates the ways practitioners in social care, health, education, youth and community work, might help this group of young people to construct their everyday lives safely. Thirdly, building on a psychosocial relational ontology informed by black feminism and decolonial thinking, the thesis looks to advance critical reflexive scholarship grounded in principles of respect, kindness and justice.

Overall, the results of this empirical enquiry confirm that individual lives cannot be understood through attending only to that which is spoken and speakable. Rather, any attempts to understand lived experience must also consider that which may be unspoken or unspeakable. From this perspective, attention to emotions and a willingness to embrace embodied ways of knowing and learning can offer deeper insights into the lives of others. Interweaving participant testimonies, empirical research and theory, with poetry and prose, this thesis attempts both to

represent the lives of young people with 'no papers' and to speak to the complexity of such an endeavour.

Update:

I am currently a Senior Lecturer in the School of Education and Communities at the University of East London (UEL). I lead Level 4 and Level 5 undergraduate modules on 'Relational Practice in Community Settings' and supervise final year dissertations. I have recently taken on a new role as Director of the Open Learning Initiative (OLive @UEL) which offers 12 week preparatory courses and foundation degree programmes to support refugees and asylum seekers to access Higher Education. The Open Learning Initiative is a partnership between 3 universities, Central European University (Hungary), University of Vienna (Austria) and University of East London (UK), and a pan-European anti-racism network, ENAR, based in Brussels (Belgium) <https://olive.ceu.edu/UEL>

My fields of interest and research relate to young refugees and migrants, relational, decolonial and black feminist praxis. I continue to be actively involved in my local community as a primary school governor, and in a mentoring capacity with colleagues in NGOs and community organisations. I have been sharing my research through teaching, conference presentations and writing.

Publications:

Deveci, Y. (2019) '*In the Changing Light; Daring to Be Powerful*', in Akwugo, E., and Sobande, F. (eds.) *To Exist is to Resist: Black Feminism in Europe*. Pluto Press

Deveci, Y. (2012) 'Trying to understand: Promoting the psychosocial well-being of separated refugee children', *Journal of Social Work Practice: Psychotherapeutic Approaches in Health, Welfare and the Community*, Volume 26, Issue 3:367-383

Contributor to Dutta, S '*Working with refugee and asylum seeking families*' in Singh, R. and Dutta, S. (2010) '*Race*' and Culture: Tools, Techniques and Trainings: A Manual for Professionals' (The Systemic Thinking and Practice Series), Karnac, London

Deveci, Y & Shakerifar, E. (2009) 'New Londoners: Reflections on Home', in *Kontur Tidsskrift Journal* (Issue 15)

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Thesis available for download <http://repository.tavistockandportman.ac.uk/2175/>

7. Dzudzor, George (2021)



The Lived Experience of Ghanaian Trained Social Workers in Child Protection in England

Abstract:

This is an exploratory study which critically examines the lived experience of Ghanaian trained social workers in child protection in England. The increased rate of child abuse in England has called for pragmatic strategies to achieve a better outcome for children and their families. One of the measures has been to increase the number of frontline child protection social workers to help plug the gaps in child protection services. Consequently, various local authority children's service departments have recruited social workers from abroad to augment their workforce. Among these international social workers are Ghanaian-trained social workers.

Using the Free Association Narrative Interview method, my research focuses on a sample of 10 Ghana-trained social workers with a view to understanding what it is like to be a Ghanaian social worker in child protection in England. I also wanted to find out what informs their decision-making processes, with specific focus on the extent to which culture plays a part in their decisions relating to child protection.

The findings from this research clearly point out that the experiences of Ghanaian trained social workers in England are multifaceted and put considerable strain on their personal and professional lives. A significant finding arising from this research has been the pain and suffering the participants endured in their bid to work in this country. It emerged that the participants have traversed a long process of struggle with a good deal of injustice and discrimination in their journey. The phases of the journey could be traced to the lack of preparation, leaving their family/loved ones back home, poor knowledge of the child protection process in

England, the performance culture in the host nation, racism and difficult work environments among others.

The findings are contextualised in relation to social work education and practice in Ghana, Ghanaian culture and its implications for social work practice in England, difficult transitions from Ghana, and lack of knowledge on the policies/legislations and guidance that underpin social work practice here.

Most importantly, the study is underpinned by a theoretical perspective that relates to the work of the British sociologist, Anthony Giddens.

Update:

I still work as a front line senior social worker in a local authority in West London. I am keen in applying to become a lecturer in one of the universities in England.

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Thesis available for download <http://repository.tavistockandportman.ac.uk/2512/>

8. Ezendiokwele, Roselyn (2021)



The lived experiences of first generation West African black parents whose children have been subject to statutory interventions.

Abstract:

The primary aim of my research project is to gain a deeper understanding of the lived experiences of a group of first generation West African Black parents whose children have been subject to statutory intervention. My research focuses on the experiences of parents, their personal stories of immigration to England and journey to local authority children's services intervention. BNIM interviews were completed with a group of parents and two focus group sessions completed with social work professionals.

Key questions posed to the process were: to offer a psychosocial account of the lives of parents who have immigrated to the United Kingdom; to learn from parents about their experiences of statutory intervention and the responsiveness of children's services to the needs of the children and their families; to learn about the difficulties of working with this community - using carefully facilitated focus groups, comprising social work and social care practitioners to explore their experiences; to understand from the practitioners how they apply child protection policies; to facilitate a process of discovery about the needs of parents - how they have or have not been met, and might be better met in the future.

The emergent data from these two methods encompasses the intra-psychic, social and organisational aspects of decision making and practice. The overall

findings from the research include: professionals' unconscious/conscious bias towards parents formed from childhood experiences of physical abuse, difficult systems dynamics, biographical and cultural tensions in the experiences of parents and professionals, parents experiences of discrimination and racism, parents' mistrust towards agencies, professionals' inability to think about culture and the intersections of participants experiences, and finally, professionals' defensiveness.

Recommendations includes: social work training to explore cultural knowledge of black parents' parenting values, social work students to have spaces to address history of childhood abuse and experiences of being parented, reflective case discussions and sound knowledge of legislations and policies.

Update:

Having worked as a frontline operational services manager in social care/complex needs for nearly 18years, I have recently made the transition to teaching/lecturing social care practice.

I am a visiting lecturer at the Tavistock and Portman NHS Foundation Trust (M23-final year qualifying Social Work programme and the Practice Supervisor Development Programme). I also lecture in the Health and Social Care programmes at the GBS-Leeds Trinity University (London Campus).

I am currently developing a clinical reflective practice consultancy with a group of associates with interests in: childhood upbringing of social worker/social work students; and emotional life of nurseries/nursery key workers/early years practitioners.

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Thesis is available for download <http://repository.tavistockandportman.ac.uk/2517/>

9. Forbes, David (2011)



Probation Officers: The next generation

Abstract:

This study is an investigation into the new world of probation. For the past two decades the Probation Service has struggled to survive in a highly ambivalent social and political climate. During this period, the training of probation officers has separated from social work training and the service has adopted a more punishment-focused, coercive and managerialist stance in its work with offenders.

Using a mixed methods approach that includes semi-structured interviews and case discussions, my research focuses on a sample of recently qualified probation officers with a view to exploring their experiences and perceptions of their working lives, and to construct a picture of the occupation from a newcomer perspective. In particular, given the shift in the ideological framework of the service, I wished to learn about the professional identity of the generation of probation officers who are now entering the service through an examination of their motivation and practices.

Despite pressure to eradicate the welfare-oriented ethos of the service, a significant and unexpected discovery arising from my research has been the resilience of traditional values that are brought to the service in the aspirations and habitus of newcomers. My findings are contextualised in relation to the criminal justice system, the historical development of the probation service, the status of probation as a profession and my own 'insider' experience. In addition, the study is underpinned by a theoretical perspective that draws on the work of the French sociologist, Pierre Bourdieu.

Update:

At the time of completing my thesis in 2011, the Probation Service was once again facing significant change and restructuring as a result of Government plans to privatise 60% of the Service. Those plans were implemented in 2014 and proved to be the disaster most Probation staff thought they would be. The Government has since reversed its decision, and everything is now in the process of returning to the public sector. Staff morale, recruitment, workloads and the quality of practice were greatly affected by the experience. It remains to be seen how well the Service can re-establish itself from the mess.

I chose to retire from the Probation Service just before privatisation took place and I received a national Lifetime Achievement Award in 2014 in recognition of my 41 years working for Probation. Since then, I have worked as a Visiting Lecturer at the Tavistock, facilitating seminars and supervising students on the doctoral programme.

An article, co-written with Lydia Beckler, which develops ideas contained in our respective theses, was published by the Journal of Social Work Practice online in May 2020. The article is entitled 'Bourdieu's contribution to psychoanalytic thinking in the context of research.' It can be found at:

<https://www.tandfonline.com/eprint/WEA6D54EPNCAZCDFIVZ9/full?target=10.1080/02650533.2020.1764916>

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Thesis available for download <http://repository.tavistockandportman.ac.uk/1876/>

10. Foster, Judy (2009)



Thinking on the front line. Why some social work teams struggle and others thrive.

Abstract:

This study analysed what encouraged or prevented creative thinking in three social work teams. They 1) supported people with disabilities in the community; 2) arranged care for people discharged from hospital; 3) helped homeless mentally ill people. Through observations, interviews and reflective thinking I gained insights into the teams' preoccupations. These exposed the emotional meaning of the work for each team, the anxieties against which the teams were defending, and the unconscious contribution of the service users.

I identified five factors that influenced staff ability to function well: the coherence of policies, the degree of professional development among staff, the availability of support structures – both managerial and administrative, the level of autonomy allowed and the availability of reflective space. I found that teams with poor management or administration, lack of development opportunities, unsolved policy issues, or little professional autonomy, also had few opportunities to reflect on relationships and help more troubled clients. The research concludes that all five enabling factors are crucial for social work teams and makes practical recommendations for their provision.

Update:

Since receiving my Doctorate in 2009 I have shared the findings widely at conferences and in-house events, contributed to the Tavistock's MA in Social Work and the Doctoral support groups, chaired St Michael's Fellowship who assess and

support young families (<https://stmichaelsfellowship.org.uk/>), written 'Building Effective Social Work Teams' (Routledge 2017 <https://www.amazon.co.uk/Building-Effective-Social-Work-Teams/dp/1472480821>) based on my research and was the first convenor of the Tavistock's social work alumni association 'DNET'.

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Thesis available for download <http://repository.tavistockandportman.ac.uk/1857/>

11. Gibbs, Raelton (2013)



Standing in the shadows: Faith, homelessness and troubled lives

Abstract:

This research studies five homeless people's experience focusing on two key research questions - what is the place of faith and a faith based organisation in the lives and minds of people using the service and what does an in depth analysis of the emotional biographies of a group of homeless people tell us about the psychic, material and spiritual needs that they bring to the centre?

Each person interviewed was of no faith or a different faith to the host organisation. Using Biographical Narrative Interpretive Method and Grounded Theory the research generated in depth insights into the life experiences of some of the most vulnerable in our society, giving them a voice. Based on a single narrative seeking question, the interviews disclose long histories of personal and social suffering, and a connection between those histories and peoples' pathways into homelessness, both external and internal. There are traumatised people for whom literal homelessness is not the outcome, but the path into homelessness for all the research subjects suggests a typical picture of people balanced on a knife-edge between a number of sets of pairings including meaning and meaningless, hope and despair and life and death.

To aid understanding I think of these subjects as distributed along a spectrum, with some occupying positions closer to hopelessness, despair or suicide, and some in more hopeful or connected states. All of this is both what brings people to

the host organisation, and what they bring into that organisation. The research findings enable better understanding of key issues affecting homeless people not only for faith-based organisations but for all that work with social exclusion and homelessness.

Noting the occurrence of similar emerging issues over each of the case studies what begins to emerge are a number of implications for practice. These include the importance of developing meaningful relationships; the need to meet service users higher needs particularly spirituality from the point of admission, the importance of a full knowledge of the housed history, the importance of giving the opportunity to explore important life issues and to be listened to.

A possible implication of the research undertaken relates to the organisation itself. The way the organisation does or does not respond, introducing the notion that it operates defences against anxiety and pain drawing on its own theological dogma, an ideology that functions as a defence against being overwhelmed. The organisation's position within the homelessness field is also considered. Finally there are the defences towards the inner projections of the residents. It is how the organisation responds to these elements that the research suggests assists or hinders the progress of the homeless person's route out of homelessness.

Update:

Since completing the doctorate life has taken some very different turns being appointed to 4 different appointments in this country and overseas during this time. I have had the opportunity to present my findings to the leadership of the movement that I researched (and work for) and also was asked to make a presentation at a major conference for the Homeless Services personnel of the organisation.

In truth the impact of the research has not been as great as I would have liked but this is partly due to Lynn and I being appointed overseas for 3 years. I do continue to input elements of the research in various meetings and conversations and believe that it has influenced the direction the service has taken even in a small way.

One of the side advantages of achieving the Doctorate was that this opened a lot of doors for me with the Government of Singapore and their social work department. During our 3 years working in Singapore, Malaysia and Myanmar we had responsibility for the residential care of 150 young people. Being the society it is, when we arrived the young people were subject to practices that we were uncomfortable with including 'timeout'.

Being a knowledge based society the qualification opened doors for us to not only bring about change in the practice within our own movement but also all residential childcare within the Island. Even though the research may not have impacted the movement as much as I would like, it certainly has impacted me and changed my outlook and thinking.

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Thesis available for download <http://repository.tavistockandportman.ac.uk/1057/>

12. Gkaravella, Antigoni (2014)



A study of patients referred following an episode of self-harm, a suicide attempt, or in a suicidal crisis using routinely collected data.

Abstract:

Self-harm and suicide prevention remain a priority of public health policy in the UK. Clinicians conducting psychosocial assessments in Accident and Emergency Departments are confronted with a complex and demanding task. There is a paucity of research into the content of psychosocial assessments and the experiences of clinicians conducting psychosocial assessments in Accident and Emergency Departments.

This study examines the experiences of people who presented in an Accident and Emergency Department following self-harm or with suicidal ideation, as those are documented in the psychosocial assessments. Furthermore, the study explores the attitudes, feelings and experiences of clinicians working in a Psychiatric Liaison Team, as well as the process of making decisions about aftercare plans.

In order to achieve this, qualitative methods were employed. A sample of sixty-one psychosocial assessments was collected and analysed using thematic analysis. The coding of the data was done inductively and deductively with the use of the categories of the Orbach and Mikulincer Mental Pain Scale. Two focus groups with clinicians were conducted and analysed with a grounded theory oriented approach. Stevens' framework was applied in order to analyse the interactional data in the focus groups. Key themes emerging from the focus groups were shared with service users who offered their own interpretation of the data and findings.

The study draws on psychodynamic theories to explore the experiences of clinicians assessing and treating patients with self-harm and suicidal ideation in an Accident and Emergency Department and to make sense of the needs of the patients. The findings are that suicidal ideation and self-harm were assessed and treated in similar ways. Difficulties in relationships and experiences of loss or trauma in childhood and/or adulthood were the two most common themes emerging in the psychosocial assessments. Decisions about aftercare plans were guided by patients' presentation and needs in conjunction with available resources.

Clinicians were found to have various emotional responses to patients' painful experiences with limited space to reflect upon these at work. Clinicians and service-users commented upon the therapeutic aspect of psychosocial assessments, which in light of the painful experiences reported in the psychosocial assessments could be used to generate more sensitive and meaningful approaches to the care of this population. Providing support and a space for clinicians to be able to think of their task and their responses seems important.

Update:

I am still working in the NHS connected with UCL. I am currently on a secondment in Ealing CAMHS - with Gabrielle Pendlebury, Clinical Lead for the Forensic CAMHS team at the Tavistock. However, I am no longer involved in A&E self-harm etc.

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Thesis available for download <http://repository.tavistockandportman.ac.uk/1062/>

13. Graham-Ray, Lin (2020)



What sort of nurse are you? Nursing in a social care setting: looked after children's views and stories.

Abstract:

There is a general recognition that the role of the Looked after Children's (LAC) nurse has positively influenced the health of looked after children. Yet, there is a paucity of literature available regarding the nurse, and specifically a lack of understanding of how the role of the nurse is understood and experienced by children and young people who are looked after.

The research adopts a qualitative, psychosocial approach to exploring and understanding how children and young people experience the LAC nurse. The Free Association Narrative Interpretative method (FANI) was the chosen methodology, as developed by Holloway and Jefferson (2010), used to interview three Looked After Children and three Care Leavers on two separate occasions. Their narratives were voice recorded and transcribed, then analysed systematically through the FANI method and further analysed using thematic analysis.

The findings are split into four domains, the young person, the nurse, the relationship and the system. The findings demonstrate the significance of how the young people relate to the nurse and centrality of the nurse in providing a maternal archetypal care to the young people and the role the nurse occupies in the system.

The significance of loss in the lives of the young people is a main finding along with the enormity of adverse childhood experiences (ACEs) being interlinked and interwoven in the young people's experience. What develops out of these findings is a conceptualisation of a trauma informed model of nursing for Looked After Children. Recommendations are made for future practice and dissemination to interdisciplinary fields.

Update:

I have presented aspects of the research and findings at national conference's within the health and social care sector and I have been invited to showcase the research at the annual NHS England safeguarding conference in June 2019. I am also the health lead and associate board member at Orb8 - a social enterprise started and directed by Dr Jane Herd.

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Thesis available for download <http://repository.tavistockandportman.ac.uk/2360/>

14. Gregor, Claire (2013)



How might parents of pre-pubescent children with gender identity issues understand their experience?

Abstract:

Whilst in recent times there has been an increasing interest in the popular media in families with gender variant children, there is still a paucity of academic research into the experience of parenting a pre-pubescent child with gender identity issues. Gender dysphoria in young children engenders powerful reactions in adults, involving the recognition of childhood sexuality, a subject matter considered taboo in Western society. As such, this research explores highly sensitive and intimate aspects of family life, requiring parents to talk and think about difficult issues.

This small-scale study adopts a case study design in order to explore how it might feel for families attending the Gender Identity Development Service at the Tavistock Clinic, London to parent such a child. Through acting as a 'bricoleur' (Denzin & Lincoln: 2000: p3) different and contrasting research methods and theories of gender identity development are explored in order to shed light on this under-researched and hidden area of parental experience.

Eight parents were interviewed and their narratives are presented as parental case studies which can both stand-alone as individual pieces of research, and be understood as a cogent group with over-arching themes. Psychosocial research methods of Free Association Narrative Interviews and photo elicitation were used in order to gather the data which was then coded and analysed drawing on the principles of Charmaz' (2001) constructivist version of grounded theory.

Particular attention is also given to unconscious processes that might have been at play between researcher and interviewee such as transference, counter-transference and containment. Five key themes relating to the process of mourning emerged from the data: loss, uncertainty, ambivalence, being unable to think and

acceptance. Recommendations for both social work and clinical practice and further research are also offered.

Update:

Since completing my doctorate in 2013, I have published both a literature review and a summary article of my findings in two different social work journals. At the time of completing my thesis, I was working as a Mental Health Advisor in a University Counselling Department and was able to draw on my research to effectively support a number of young people who were transitioning. I am currently working as a Secondary School teacher teaching Social Sciences before embarking on a new adventure training to become a Couple and Family Therapist in Canada.

Since completing my doctorate in 2013, I have published both a literature review and a summary article of my findings in two different social work journals. At the time of completing my thesis, I was working as a Mental Health Advisor in a University Counselling Department and was able to draw on my research to effectively support a number of young people who were transitioning. I am currently working as a Secondary School teacher teaching Social Sciences before embarking on a new adventure training to become a Couple and Family Therapist in Canada.

I am now in Montreal, Canada (2020) pursuing a MSc in Couple and Family Therapy at McGill University, still studying but hopefully will be qualified to practice both as a Social Worker and a Couple and Family Therapist by May 2022 in Quebec.

Gregor, C., Hingley-Jones, H., & Davidson, S. (2015). Understanding the experience of parents of pre-pubescent children with gender identity issues. *Child and Adolescent Social Work Journal*, vol 32 no 3 pp237-246.

Gregor, C., Davidson, S., Hingley-Jones, H. (2014) The experience of gender dysphoria for pre-pubescent children and their families: a review of the literature. *Child & Family Social Work* vol 21 pp339–346

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Thesis available for download <http://repository.tavistockandportman.ac.uk/803/>

15. Harvey, Anna (2017)



"The shadow falls": Understanding the factors involved in decision-making in local authority children's services

Abstract:

This research explores outcomes for 31 children in 17 families, from parenting assessment work undertaken by the author in her role as an independent social worker, for a local authority between 2006 and 2008. The data collected in the course of the work was used in order to identify themes and patterns across cases, to form an understanding of the common difficulties faced by families in complex child protection cases. The assessments were followed up with interviews with the social workers to find out what had happened to the child or family.

The themes arising from these two sets of data are presented as case studies, highlighting common themes about the psychodynamic factors affecting decision making in child protection work and the emotional impact of the work. The study describes a process whereby the social worker can lose sight of the child's needs due to the overwhelming needs of the parents. The findings advocate a process of containment through a model of reflective supervision, which takes account of the emotional impact of the work, bringing the child back into focus whilst not losing sight of the parent's needs. A process of reconnection with the tragedy behind the cases is also described.

This study demonstrates how difficult it is for one lone social worker to keep the parent and child's needs in mind and therefore advocates for a team approach to complex child protection work.

Update:

I continue to disseminate my research through writing, teaching and training.

The following are two of my publications:

Reflective Supervision for Child Protection Practice

(<https://www.tandfonline.com/doi/abs/10.1080/02650533.2014.925862>)

Sweet Treats and the Dehumanisation of Care (<http://www.psychosocial-studies-association.org/wp-content/uploads/2017/10/Anna-Harvey-Sweet-Treats-The-dehumanisation-of-care.pdf>)

I have recently started writing about ecology, psychoanalysis and social work in relation to the climate crisis. Social justice and environmental justice are interlinked and provide the widest context for understanding the lives of children and families and the social work organisations that provide support to those families. We have to understand the macrosystem to understand the microsystem.

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Thesis available for download <http://repository.tavistockandportman.ac.uk/1584/>

16. Herd, Jane (2014)



Understanding hard to reach adolescents: A bio-psycho-social model of aetiology, presentation and intervention.

Abstract:

Presentation and Intervention: My thesis examined hard to reach adolescents in respect of; the link between historical, contextual and familial factors, the young people's inner working model and the manner of intervention with such young people and how one might understand what is most helpful.

Psycho-social case work with seven Black and Minority Ethnic (BME) adolescent boys in an area of high social deprivation and ethnographic study of the direct and wider environment was undertaken. This environment of trauma organised systems, within a community dominated by gang violence was impactful on the whole project.

The data was analysed by means of a case study approach using psychodynamic, attachment and neurodevelopmental paradigms. The findings suggest that early and ongoing adverse relational and attachment experiences impacts on four aspects of 'hard to reachness': Biological, Unconscious, Relational and Environmental. This includes neurochemical dysregulation, excessive use of projective processes, emotional immaturity, difficulties with reciprocity and taking responsibility.

The four aspects of 'hard to reachness' correspond to four domains of intervention: Management and Safety, Therapeutic, Relationship and Social/External. The relationship is seen as central to successful intervention and the worker needs to be able to move between domains as required.

Update:

Since completing my doctorate I have been a senior lecturer at Essex University and The Tavistock, and as part of the supervisory team of several Tavistock doctoral students helped them to completion. I was a senior research fellow and

consultant for two significant projects to research and deliver whole system reflective practice groups in community and residential settings.

I created a Social Enterprise <https://orb8.org/> focused on providing trauma based training and consultation across the public, third and private sector. I have become recognised as a national and international speaker in this field and am currently advising two national leading organisations in the development of therapeutically informed foster care in their respective countries. I have recently started a PhD on the links between reflective practice, therapeutic approaches and spirituality.

jane@orb8.org

Thesis available for download <http://repository.tavistockandportman.ac.uk/1056/>

17. Hingley-Jones, Helen (2008)



Trying Transitions': Researching the Identity Development of Severely Learning Disabled Adolescents; A Psychosocial, Observational Study

Abstract:

At the heart of this thesis is the wish to forge a better understanding of the lives and subjective experiences of severely learning disabled people in adolescence. Starting with the subjective, lived experience of the young people, the study explores their social and emotional worlds. This takes shape as a psychosocial investigation of identity development in the young people concerned with the study. Observation, informed by psychoanalytic theory and practice, is the chosen methodology.

The observer reflexively explores the relationships and emotions involved in the everyday lives of the young people concerned, within the social context of their families, enabling themes to emerge from which case studies are constructed. Relational maps are formed for each young person by bringing together the idea of 'becoming a subject' with the unconscious defensive structures employed by parents in stressful caring situations. These are considered in relation to broader social factors: social class, culture & ethnicity.

Implications of the findings for policy and practice are described, highlighting technical and attitudinal issues. Relationship based practice and networking skills are indicated, to emphasise the nexus of care which is required by each young person and their family.

This ensures that the stressful aspects of dependency are acknowledged rather than denied within contemporary discourse which idealises independence. Finally, infant observation methodology as both research tool and as an aid to practice is thought about; its important contribution in helping to uncover the subjective experience of other vulnerable and 'hard to reach' groups stated.

Update:

Since graduating in 2008, I have published journal articles relating to this thesis and relationship-based social work (BJSW; C&FSW, JSWP and International Journal of Infant Observation). I have continued to develop a career as a social work academic and am currently Associate Professor, Director of Programmes and Professional Lead for Social Work at Middlesex University. I teach on theory, research, and human development modules at UG and PG levels, supervise PhDs and lead on research degrees for the department. Current research includes kinship care, carers' and professionals' experiences of Special Guardianship, family interventions, the impact of poverty, and social work pedagogy.

H.Hingley-Jones@mdx.ac.uk

Publications:

Hingley-Jones, H, 2013, 'Emotion and relatedness as aspects of the identities of adolescents with severe learning disabilities: contributions from 'practice-near' social work research', *Child and Family Social Work*, 18 (4) 458-466.

Hingley-Jones, H, & Ruch, G, 2016, "'Stumbling through"? Relationship-based social work practice in austere times', *Journal of Social Work Practice*, 30 (3) 235-248

Thesis available for download <http://repository.tavistockandportman.ac.uk/1187/>

18. Igandan, Ayodele (2022)



An exploration of Health and Social Care Practitioners' work with mental health clients who have no recourse to public funds.

Abstract

This is an exploratory study which sets out to examine the practice experience of frontline mental health professionals, who provide care for service users and who have no recourse to public funds.

It considers the multiple layers of vulnerability which this client group faces, and that their needs are unique and more complex than most mental health patients in the general population. The frontline professional is therefore faced with a client whose condition is mediated by a complex mix of debilitating migration experience, mental health and lack of access to welfare support.

Using the Free Association Narrative method, the researcher conducted in-depth interviews on a sample of 7 frontline professionals with a view to understand their practice experiences while caring for someone who cannot access state welfare benefits because of their immigration status.

I also wanted to interrogate the extent to which they are able to deliver high-quality care (Health & Social Care Reg.9, 2014). Findings from this research indicate that frontline professionals face diverse anxiety provoking situations which they defend against. The study also shows that frontline professionals work in an emotionally laden environment where they are daily assailed with conscious and unconscious cues projected at them. Diverse hues of emotions were identified ranging from anger to self-deprecation and moral injury.

Another finding was that professionals experienced ongoing role conflicts emanating from different stakeholders around the workspace. In spite of all of

these, frontline professionals enjoyed a significant amount of discretion in their work within the ambit of policies.

Another significant finding was that professionals' perspectives and practice orientations were influenced by other factors like ethnic and professional backgrounds, the work setting and the level of responsibility of the professional within the organisational structure. Paul Hoggett's writing on Containment and Conflicts by Public Bureaucracies provided the conceptual framework to illuminate the findings.

Update:

After many exciting years in the frontline as a mental health social worker, I now manage an organisation which I set up to provide person centred support services to adults with mental health and social care needs. We currently have four residential facilities where we support and engage our residents with recovery focussed activities. For me, this experience brings to fore some key elements of my doctoral research particularly around migration, frontline work, race and racism, and mental health. I am open to further my research interest and ad hoc teaching opportunities in the areas of migration, race and racism, frontline practice and mental health.

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Thesis available for download <http://repository.tavistockandportman.ac.uk/2728/>

19. Jordan, Hia (2023)



Brown Girl in the Ring: What are the Experiences of Senior Female Black, Asian, Minority Ethnic Leaders in Social Work Today?

Abstract

There has been extensive concern about race and racism in social work as a discipline, including empirical enquiry examining the experiences of social workers from Black and Minority Ethnic (BAME) backgrounds. However, insufficient attention has been paid to the experiences of BAME female social work leaders. This thesis reports on a practitioner research enquiry addressing this group's experiences.

The study relied on a psychoanalytically informed, psychosocial methodological approach, alongside autoethnographic reflection. Biographical narrative interviews were undertaken with five female BAME leaders working in a local authority adult social care context. Data generated from these interviews were then subject to an in-case/cross-case analysis based on a constructivist epistemological framework.

Themes identified from the analysis related to experiences in the workplace and leadership journeys. They illuminate ways in which personal and professional biographies converged in the participants' understanding of the demands and challenges of leadership - as well as wider organisational and social forces that had an impact on them as professionals and BAME women, particularly racism. The analysis revealed how the participants were prompted to be attentive to both their inner experiences and work contexts to understand themselves as leaders.

The study's principal contribution is in helping to develop psychosocial knowledge that may help inform action to challenge racism and organisational barriers bearing upon the career trajectories of BAME women.

Update:

The learning from this thesis has already been used to develop an experiential workshop on anti-racist practice for social workers. The workshop has been commissioned within the adult social care directorates of the bi borough of Westminster and the Royal Borough of Kensington and Chelsea.

The West London Social Work Teaching Partnership has also commissioned the workshop. Currently six other London Boroughs have accessed this training for their allied social work and health care staff. The workshop has also had cross discipline application and has also been delivered to Housing and Rough Sleeping agencies.

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Doctoral thesis, University of Essex & Tavistock and Portman NHS Foundation Trust.

Thesis available for download:

<http://repository.tavistockandportman.ac.uk/2832/>

<http://repository.essex.ac.uk/36282/>

20. Jordan, Stephen (2015)



That joke isn't funny anymore: Humour, jokes and their relationship to social work.

Abstract:

My thesis explored the relationship between jokes, humour and social work. I argued that jokes are worthy sources of data in themselves to study, mainly because I wanted to do something I found interesting and found that everyone likes humour and its is intrinsic to social life. I interviewed social workers on their views of humour and gathered data from online discussion groups.

Social work has a contradictory relationship with humour (given the oppressive v liberating/ playful aspects of humour), so I used the contradictions to think about humour and social work which combined psychoanalytic and thematic approaches, in which “thematized meanings” were found across data sets.

I found that humour and jokes provide a transitional space which helps social workers manage the contradictions and ambivalences of their work. The jokes made about social workers reflect a profession under attack, and the humour and jokes made by social workers reveal the desire to convey humanity and to co-create relationships.

My research showed that whilst there is a risk to humour being used unethically, humour can help social workers attach to their teams and their colleagues, and help build resilience, as a culture of humour within teams can help to create a nurturing environment, with social workers who will be more likely to stay in the job. Importantly as well humour can help facilitate relationships with service users, and become a tool for service users and social workers to bond.

Update:

I completed my doctorate in 2015. I had started in 2006 on the D60 programme and after a short return to social work (2011-2014) I have been at the University of Essex since then. I have published a book *The Uses and Abuses of Humour in Social Work* (published by Routledge in November 2018) which was largely based on my thesis.

I have also published two articles: *Relationship based social work practice: the case for considering the centrality of humour in creating and maintaining relationships*, in *Journal of Social Work Practice* in 2016 and *How many social workers does it take to change a light bulb? One to hold the bulb in place and the rest to incite revolution: subversion, social work and humour* in *Critical and Radical Social Work* in 2019. I've also given a couple of presentations on humour and social work at Brunel University and Anglia Ruskin University.

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Thesis available for download <http://repository.tavistockandportman.ac.uk/1122/>

21. Kay, Janna (2022)



Safeguarding Adults: The impact emotional and unconscious factors have on decision making.

Abstract:

This research project examines unconscious and emotional factors that influence decision making in adult safeguarding work. The author builds upon research into child protection that highlights the complexities of 'rational decision making'. Adult safeguarding is relatively new compared to child protection, and academic research into the day-to-day practice of adult safeguarding professionals is limited. Intense levels of anxiety experienced by practitioners and organisations make it an extremely challenging area of practice.

The author uses psychoanalytic theory as a way of understanding and making sense of adult safeguarding as a social work task. Over more than 12 months, data was collected through observation and free association narrative interviews in a local authority safeguarding team. The results show that numerous unconscious and emotional factors influence the decision-making process and practice decisions. This directly affects those tasked with protecting vulnerable people. Some are obvious, however many are hidden and the extent of their influence often passes unnoticed.

This study provides fresh insight into how practitioners make decisions. It demonstrates powerful ways in which unconscious and emotional dynamics affect practitioners' responses. Understanding this more fully can inform the support that practitioners require from their organisation in order to make better decisions. It

concludes that specialist adult safeguarding teams ought to be reconsidered as operational arrangements. This is particularly due to the level of expertise and understanding required being grossly underestimated and the emotional and psychologically demanding aspects of the work.

Key words: adult safeguarding, decision making, unconscious, emotions, psychic defences, transference, projective identification, dynamics of abuse, containment, organisational environment.

Update:

Completing this doctorate expanded both my mind and future horizons. In the past year, I have served as Global Head of Safeguarding of WaterAid, where I helped develop and deliver on WaterAid's global safeguarding strategy, liaised with stakeholders to provide guidance and support, and ensured compliance with Donor requirements.

I now work for the International Rescue Committee, a humanitarian organisation led by David Milliband, which responds to the world's worst humanitarian disasters. As a Safeguarding Investigator, I am responsible for leading safeguarding investigations, implementing preventative safeguarding measures, and ensuring ethical standards and compliance across global operations.

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Thesis available for download <https://repository.tavistockandportman.ac.uk/2894/>

22. Khanum, Navida (2018)



The curse of domestic violence: An in-depth qualitative study based on biographical interviews of British Pakistani women to understand the dominant psycho-social factors which influence women's decisions when it comes to leaving or staying in an abusive relationship.

Abstract:

This thesis highlights the domestic abuse of Pakistani/Bangladeshi women living in the UK and the constant challenge for professionals and agencies to protect those “hard to reach” sections of the community; a group of women who feel their circumstances are beyond the help of agencies.

Domestic violence is an issue in which there have been claims of progress in forms of funding, resources and advanced ways of working in recent years. However there still remains a significant group of victims hidden behind a veil of unbroken silence. This qualitative study is an attempt to peak behind this veil in order to answer the rather elusive question of why victims of domestic violence do not leave their abusive partners.

Six women from the Pakistani community who felt passionate about the subject and had first-hand experience of difficult relationships took part in this study. The length of time taken to reach a decision was on average over a decade, which reflects upon the seriousness of the dilemma.

It is simply not in the Pakistani or some other eastern cultural make up to seek help from outside. Domestic issues are used to being kept in the family. Therefore the usual time constrained Child Protection or Child in Need plan is unlikely to tackle an issue of this nature and complexity.

The main ideology of cultural psychology is that mind and culture are inseparable; people are shaped by their culture. Fiske, et al (1998). Some behaviour can only be understood by admitting to cultural devotion and embedded values. It is difficult to comprehend how a woman can not only allow her husband to have more than one wife but, in some cases, has taken on the role of matchmaker.

Agency Support and Domestic Violence Procedure: I am currently working as a child protection advisor and observed that often in cases of domestic violence, mothers as protective carers are expected to leave the offending partner. Although outside supporting agencies are available to these women, time and again they are not being used. Social Workers need to be aware of the sophisticated and delicate nature of the mindset.

Update:

Since receiving my Doctorate in 2019 I have shared the findings widely at agency meetings on smaller scales as well as some in-house training events. I use my findings on regular basis in child protection conferences as a safeguarding chair to enhance the awareness of the cultural centism and complex layers of female oppression or so-called obedience. I also contributed to the Tavistock's 100 years celebrations as a guest speaker. I am currently working on some support programmes and publishing some of my work.

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Thesis available for download <http://repository.tavistockandportman.ac.uk/1854/>

23. Madembo, Claude (2015)



Unconscious processes in multi-agency partnership working for protecting and safeguarding children. A psychoanalytic examination of the conception and development of a multi-agency safeguarding hub (MASH) project in an inner London local authority.

Abstract:

This study was set within the context of child protection and safeguarding in an inner city local authority. Its main aim was to explore the unconscious processes experienced by organizational representatives when co-located to provide multi-agency partnership work in children services. It acknowledged that a lot has been written about the rational challenges to multi-agency work.

It then took a different dimension which focussed on the 'beneath the surface' issues in partnership work. The main research question was; whether an understanding and consideration of the emotional and the unconscious processes in organisations is the missing link in strengthening multi agency partnership working in safeguarding and protecting vulnerable children and their families.

Qualitative data from a two year ethnographic study is presented which was obtained using three research techniques; psychoanalytic informed participant observation, interviews and institutional documentary sources. The observations and narratives from the research participants provided a framework for exploring emotional experiences of being 'an individual, a professional and an organizational being' within an organization, interacting between and amongst others in a group and different subgroups.

The research unravelled and confirmed some interesting findings within the context of unconscious processes at work and the need for collaborative structures to foster boundary negotiation capabilities in order to sustain the survival of multi-agency partnerships. Realm framework

Update:

Since attaining the doctorate, I have been supporting local authorities with improvement work mainly post OFSTED inspections, managing and leading 'Front Door' Services (Multi Agents Safeguarding Hubs, Emergency Duty Teams and Multi-agency Referral and Assessment Teams). I have been focusing on providing expertise in building multi agency partnerships to safeguard and protect children, developing and realigning front door structures, policies and procedures including the integration of co-located partner agencies staff into Children Social Care, aligning workflows and pathways to 'multi-agency' agreed information governance frameworks, drafting multi-agency operational protocols.

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Thesis available for download <http://repository.tavistockandportman.ac.uk/1171/>

24. Madembo, Ruth (2018)



The complex dynamics of performance management and improvement in Local Authorities. A psychoanalytic study of how a Local Authority organisation functions and survives an Ofsted inspection

Abstract:

The aim of this study was to explore how Children's Services Departments respond to inspections undertaken by the Office for Standards in Education (Ofsted) to improve performance.

The fieldwork setting for this study was in frontline Children's Service Departments in two Local Authorities. Information referred to in this study pertains to the period when the two Local Authorities were going through a process of change in response to the Ofsted inspections. Information was obtained through qualitative research using ethnographic methods: psychoanalytic participant observation, interviews and organisational documents. A combination of a psychoanalytical theoretical framework and organisational metaphors was used to explore the conscious and unconscious process experienced by individuals going through a process of change.

This study has highlighted the complex issues arising from the inspection regimes and the impact of such regimes on individuals and groups in organisations. Within this, the unconscious processes play a significant role. The anxieties and the subsequent defence mechanisms deployed at an individual and organisational level influence the direction of the organisation. What was apparent in this study was the critical role leadership plays in determining the health and functioning of an organisation in implementing the primary task in particular during periods of organisational stress.

This study shows that to understand the journey of performance improvement in organisations and organisations' relationship with the inspection institutions, it is important to understand the organisations' culture and 'organisation held in the mind' of the workers. Organisation in the mind is what the workers perceive to be the organisation they are working for. It is equally important to understand 'the inspection in the mind' of the workers. The dynamics between the 'organisation in the mind' and the 'inspection in the mind' is crucial in understanding the responses of individual and organisations to inspections.

This study confirms that for any sustainable transformation to occur to improve performance, leadership needs to work through understanding the organisation 'in the mind' of the workforce before implementing any changes. The understanding of the organisation 'in the mind' should determine what change is required. Changing the mind-set of the workers and subsequently the culture of the organisation is paramount in effecting any sustainable organisational development. It is only then can real transformation take place when workers have a clear realistic view of their organisation and its function and the view of the internal and external institutions.

Update:

Following the completion of my doctorate, I shared the findings at the Tavistock research week. I have continued working in Children Services supporting Local Authorities in performance improvement.

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Thesis available for download <http://repository.tavistockandportman.ac.uk/2358/>

25. Mandin, Philippe (2014)



Creating a space to think in a structured world: An exploration of the structures, relationships and emotions emerging in Network Meetings in the wider context of child care proceedings

Abstract:

My Doctoral studies stemmed from a long term interest in the challenges of engaging with families often described as “multi-problem families”, who appear reluctant to engage with or are unable to access the complex professional systems that are put in place to protect and support children.

The research investigated complex relationships between parents and professionals involved in care proceedings, through detailed observations of network meetings - a practice developed in a Child and Adolescent Mental Health Service to engage with families and professionals in adversarial contexts. These take place at the border between the domain of court often dominated by structural preoccupations and the clinic valuing experience and relationships.

Six Meetings were recorded and observed by the researcher in the room. The methodology drew on a number of epistemological traditions to capture the complexity and multi-layered nature of knowledge and experience. The study evolved into an ethnography-inspired exploration of structures, relationships and emotions emerging in meetings and the context of care proceedings. The analysis of meetings identified some of the processes more likely to encourage thinking within the structures and constraints of the court.

In more successful meetings participants were able to navigate between the two domains (structure and experience) by encouraging dialogue and exploring

differences while using the framework and authority of the court to bring a sense of urgency and joint purpose

Implication for practice: Being in the room together allows new information to emerge and a deeper understanding of the human stories behind these assessments. Participants can directly experience the complexities and unpredictability of change while acknowledging the responsibility and sense of agency that stakeholders need to move the system towards a satisfactory outcome for children.

Structure can be both enabling and constraining: Chairs/clinicians/practitioners have to work hard to manage the tensions between family and professionals by emphasising the need to work together with honesty, curiosity and courage in order to create a genuine space to think.

The analysis of network meetings showed the movements in the three stages of meetings from a structure dominated system (introductions) to more experiential, exploratory interventions from the chair (discussion) before a focus on planning brought back the authority and structure of the court in order to plan the assessment.

A three-phase approach to meetings and assessments can provide a level of containment to help clinicians move temporarily from the security of structure to take the calculated risk of entering the domain of experience in the knowledge that they will return by the end of the interview or meeting to the more linear outcome required of the social work/clinical role

We introduced regular reflective groups and adapted the systemic model described in the Reframing Social Work model (Goodman & Trowell 2012) to highlight the movements between structure and experience and create a safer space for the latter.

Update:

I continue to use the thinking behind the model in clinical supervision, describing it in my successful application to register as an Approved Systemic Supervisor. I presented at the first Research Symposium at the University of Bedfordshire and wrote a paper published in the Journal of Family Therapy (2017). I am now back in CAMHS practice as Lead Family Therapist where I continue to apply findings to my clinical practice, clinical supervision and organisational thinking.

I am interested in contributing to the embedding of reflective practice and to the development of dialogical approaches to meetings in mental health currently

informed by the work of Seikkula (2006) in Finland. My partner (and editor) has also used the concept of liminality in her art practice.

Post-doctoral journey: Shortly after graduating, I moved from CAMHS to a new position as Lead Clinician in a Local Authority children service implementing some of the Munro recommendations by introducing systemic practice across the organisation.

This research has been invaluable in understanding some of the tensions and challenges reported by professionals working to integrate systemic thinking and social work practice in CAMHS and Local Authority Children Services.

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Thesis available for download <http://repository.tavistockandportman.ac.uk/2266/>

26. Moore, Tanya (2020)



The emotional experience of continuing professional development for social workers.

Abstract:

This study seeks to understand why some social workers seem to connect and engage openly with opportunities for continuing professional development (CPD) while others seem to have a more conflicted relationship with their learning.

Using psychoanalytically informed free association narrative interviews with eight social workers, the study explores the participant's emotional experience of CPD. The data is analysed using an 'Evolved approach' (Cooper, 2014) in which it is examined for new ideas and organised into themes.

The findings suggest a clear relational dimension to learning for social workers and the researcher offers The Learning Response model as a product of the study. This is a biographical narrative model of the pedagogy of CPD which offers a way of understanding how social worker's approach to CPD is influenced by the experience of learning facilitation in early life.

The model suggests that for some social workers, the script for future engagement with learning is set at this stage and they will repeat their early responses in their adult learning. But the study also identifies apparent compensatory factors and experiences and these seem to enable social workers to rescript their approach to CPD. For all however, the inner emotional voice created from initial experiences remains the same and it is this which replays and shapes social worker's emotional experience of CPD.

Update:

The thinking developed at The Tavistock was in daily use in my previous role as Principal Social Worker in a local authority. The learning and development offer was clearly underpinned by relational approaches, and the use of group reflective space has been developed as the engine of social work practice.

Since completing my doctorate, I have published a number of peer reviewed papers and have edited two social work books. I took on the role of Course Lead for the doctorate programme and Research Lead at the Tavistock, before returning to practice where I am currently Principal Social Worker for Essex County Council.

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Thesis available for download <http://repository.tavistockandportman.ac.uk/2268/>

27. Noyes, Charlotte (2015)



Live work: The impact of direct encounters in statutory child and family social work.

Abstract:

The aim of this research project was to examine the impact of direct work on practitioners in the field of statutory child protection. The author's premise was that this work was anything but straightforward and that surprisingly, given the intense scrutiny on Children's Services following a child death, there was little research into the day-to-day practice of frontline staff. The aim was to explore whether psychoanalytic theory could be useful in understanding and making sense of the social work task. Data was collected through observation and semi-structured interviews in one Local Authority Child in Need team over a period of six months.

The findings indicated that practitioners experienced direct work with some individuals and families as profoundly disturbing and that this affected them physiologically as well as psychologically. These effects persisted over time and appeared very difficult for the workers to process or articulate. This could be expressed through embodied or non-verbal communication in the interview.

Practitioners appeared to be 'inhabited' by particular clients, suggesting phenomena such as projective identification were in operation. The intensity and persistence of the impact on the practitioners appears to be directly related to the quality, nature and intensity of the psychic defences functioning for the particular client. Significantly, the research indicated that when practitioners were dealing with the negative and disturbing projections from the (adult) clients it seemed from the

data that the focus on the child would slip so that the child appeared to recede from view.

Symptoms experienced by the practitioners were akin to trauma and research and theory on primary and secondary trauma were considered. Other issues raised included shame, which affects the clients, practitioners and the organisation and the meaning and implications of this are explored. Links between neuroscience and projective identification are addressed as well as the role of the organisation, particularly as a container for these toxic and disturbing encounters.

Update:

No major change in current work. I have a chapter titled 'Written on the body' in Eds M Bower & R Solomon 2018 'What social workers need to know: a psychoanalytic approach.' London & New York: Routledge

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Thesis available for download <http://repository.tavistockandportman.ac.uk/1351/>

28. O'Sullivan, Nicola (2017)



The dichotomy of 'thinking' and 'doing' in social work practice with neglected infants and toddlers. How do social workers respond to neglect and abuse in infancy, and does this change with the introduction of a sustained case discussion forum?

Abstract:

The aim of this study was to provide a sustained reflective space (Work Discussion Group) to Irish child protection social workers in order to closely explore the reality of their practice experience. This space became a site for structured engagement with case material as a method of reflective practice, underpinned by systems psychodynamic theory. Data from the yearlong study was analysed using thematic and cross case analysis.

Findings suggested that work with families is undertaken in a climate that is concerned with efficiency, certainty and the reduction of risk. This climate provokes anxiety; causes workers to distance themselves from families, and reduces opportunities for reflective and considered practice. Social workers habitually brought those cases that caused them deep emotional distress. Proximity to abuse, neglect, violence and deprivation, as well as being tasked with the making of crucial decisions in such cases are sources of significant anxiety.

The task of separating parents from children induced guilt and the operation of transference and countertransference caused the worker to doubt and resent themselves. A combination of task related anxiety and anxiety associated with making a mistake and being found out, left workers feeling frightened. In these instances, workers took up a position of psychic retreat (Steiner, 1993). This necessary defence enabled them to maintain some distance from the guilt and despair associated with the work, but offered no real security.

By participation in work discussion groups, workers came to recognise the inherent ability of a family in crisis to get into the worker. The absence of a robust theoretical model for this process to be made explicit in a way which is conducive to practice improvement became evident. This reduced the level of coherency across the professional network.

Sustained reflective engagement with the most complex aspects of these workers experiences shifted patterned ways of working with and thinking about families and professionals. The findings generated from this practice-near research study have implications for contemporary social work research and practice in Ireland and abroad.

Update:

Since receiving my doctorate in 2017, I have shared the findings widely at conferences, including the Tavistock Doctoral conference. I have given the key note speech at the Social Care Ireland Conference in 2019. I published an article on the findings in 2019 in the Journal for Social Work Practice. I am writing an article presently which is also based on this work, concerning mother social workers and the mothers they meet.

In 2020, I started working as an independent consultant, and team and clinical supervisor. I work with social work teams and managers in Ireland, offering work discussion groups. I am also an associate lecturer at the Tavistock and Portman NHS Foundation Trust.

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Thesis available for download <http://repository.tavistockandportman.ac.uk/1729/>

29. Richardson, Andrew (2020)

It's personal: Lived experiences of Adult Social Care and Social Work practice in a policy context of personalisation

Abstract:

This study focuses on what can be learnt from lived experiences of adult social care and social work practice in England in a policy context of personalisation. The concept of personalisation is increasingly a key driving force in adult social care policy with significant implications for social work practice.

In this study, psychosocial and participatory methods are purposefully combined, with lived experience and coproduction placed at the centre of a unique qualitative methodology. A reflective learning group with people with lived experience is a core feature of the research design. The findings reveal some important learning for social workers.

Firstly, a risk is identified that social workers working within a personalisation framework focused on independence and strengths might unconsciously collude with psychic defence mechanisms. Like those defences first identified by Menzies-Lyth (1960) they include individual and social defences against anxiety associated with unconscious fear and hatred of dependency.

The findings also highlight a phenomenon that the researcher characterises as depersonalisation – a social care system that appears unreal, detached and emotionally numb. The need for emotionally engaged social workers capable of bearing reality is a suggested response to such phenomena in adult social care. It is proposed that social workers have an essential role to play in perceiving and responding to such defences and countering the adverse effects of depersonalisation.

Drawing on Fairbairn's (1952) concept of 'mature dependence', the author argues that the social work role should include facilitating the developmental achievement of mature dependence for people accessing adult social care. Secondly, the findings reveal the need for better integration of a form of personalisation rooted in principles of self-directed support and relationship-based practice approaches in social work.

Finally, a reorientation towards contribution-focused practice and an outline personalisation relationship-based practice model emerges from the findings. The draft model proposes that social work practice in adult social care in a policy context of personalisation should be focused on interdependence, choice and control, and reciprocity.

Thesis available for download <http://repository.tavistockandportman.ac.uk/2361/>

30. Robinson, Gill (2022)



Rolling with defences: A space to think: An exploration of a bounded reflective group for approved mental health professionals.

Abstract

This research project examines the application of a bounded reflective group (RPG) when applied to a group of Approved Mental Health Professionals (AMHPs).

Learning through my own experience of an RPG's ability to enliven and engage me as an experienced practitioner and manager, my curiosity as a researcher was piqued. Previous researchers have signposted the importance of good supervision for this challenging role, yet there has been no formal interrogation of such spaces (Gregor, 2010, and others).

As the manager, I introduced and led an RPG model - and simultaneously as a psycho-social researcher, I critically examined its application and impact over a twelve-month period. I have drawn on a blend of methodological approaches which included participant psychoanalytic observation and Free Association Narrative Interview (FANI).

I used three data sets; first, reflective group sessions, including case presentation, discussion and researcher observations; secondly, 1:1 interviews; thirdly, group interviews. Each set was methodically gathered via audio recording, subsequently transcribed by the researcher, and later, taken to supervision for interpretive analysis. I identified themes which emerged, and in turn these informed the research questions, helping to focus my field of enquiry. In addition, the paradigm of 'thinking in cases' (Forrester, 2017) was applied.

The research findings revealed how the RPG helped to strengthen and deepen the relationship to their professional selves and work with patients. The overlap of sole group leader and manager, while not ideal, richly conveys just how much there is to be gained by having a safe space to support the AMHP workforce with the

emotional contagion of the work. It is hoped that these insights will inform social work practice, and future research is also discussed.

Update:

Since completion of my doctorate I have continued in my role as a manager of a statutory AMHP service in an outer London borough. My research has helped me to promote a more psycho-socially informed approach within my team, but also at a regional and national level. This has involved me being actively involved in taking leadership in organising several conferences, all of which have promoted this theme.

I have been a Visiting lecturer at the Tavistock and Portman NHS Trust for the past 4 years on the (MA SW programme), and subsequently the Peri-natal MH course. I work in close partnership with the AMHP course at Hertfordshire university. This involves me leading a twice monthly reflective group for practice educators supporting AMHP trainees in placement. This innovative collaboration was developed in conjunction with the course lead. I have also co-led several courses focusing on wellbeing and reflective practice for AMHPs, commissioned by Kent university.

As an accredited and active member of the British Balint Society, I was selected as one of the group leaders for the Dublin Balint training weekend in May. Subsequently, I was invited to lead on the annual Balint essay award. This requires that I facilitate and co-ordinate the annual award. I also continue to be interested in leading reflective groups. I am part of an online international peer leadership group which meets monthly, and I am currently involved in co-leading a monthly online Balint group in southern Ireland (GP's and Psychiatrists). I am looking to develop the scope of this work, aiming to offer a reflective group to SWs nationally and a group for lead AMHPs.

I have peer reviewed several papers for the Journal of Social Work and have contributed to a chapter in a book:

Hemmington, J & Vicary, S. (eds) *Making Decisions in Compulsory Mental Health Work: Boundaries, Frames and Perspectives*: Bristol University Press (Forthcoming)

I am also planning to submit a paper for publication using my recent doctoral research findings.

I was recently successful in my application to undertake further clinical training at the British Foundation of Psychotherapy.

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Thesis available for download <http://repository.tavistockandportman.ac.uk/2701/>

31. Russell, Kathleen (2015)

Psychosocial concerns and individual anxieties for fathers with testicular cancer

Abstract;

The purpose of this qualitative study was to explore the major areas of psychosocial concerns, individual anxieties and coping responses for fathers with testicular cancer. While numerous studies have been carried out with mothers with cancer, research from the perspective of fathers with cancer is sparse. This study attempts to identify and explore their specific concerns and priorities. The study was approved by the Royal Marsden Hospital (RMH) Committee for Clinical Research (CCR) and the Local Research Ethics Committee (LREC).

Men were recruited from the RMH Testicular Clinic. All of the men had two or three school age children and were from a range of ethnic backgrounds, professions and education levels. The Biographical Narrative Interpretive Method (BNIM) of interviewing was used and the Interpretative Phenomenological Analysis (IPA) method was employed to analyse the data. Psychodynamic concepts were utilized as the theoretical framework to develop interpretations for each participant. Theories of masculinity were also incorporated.

A set of themes emerged which was supported by the current literature. The psychosocial concerns included: lack of adequate medical information, concerns for children and wife and work concerns. The individual anxieties included: concerns around self-concepts and masculinity, physical changes and self-image, challenges to faith and finding meaning, fear of recurrence, fear of death and annihilation.

The participants employed specific coping responses including: intellectualization, minimizing, maintaining stoic façade and idealization which helped them to cope with the impact of their disease AND allowed them to maintain their sense of masculinity. This phenomenon was labelled "The Masculine Way of Handling Illness". Additionally, the men split their cancer into the "good one to get".

The findings suggest that men need more reliable information, preferably on a reputable UK site, about talking to their children, the physical effects of treatment and the options of having a prosthesis.

Update:

Kathleen Russell returned to the United States in 2016.

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Thesis available for download <http://repository.tavistockandportman.ac.uk/1128/>

32. Scanlan, Katharine (2018)



Bringing death home: Towards a deeper understanding of the implications of The End of Life Care Strategy for those individuals and organisations providing care in non-specialist settings.

Abstract:

My research uses a psychosocial approach to reach a deeper understanding of the experience of those providing end of life care in on-specialist settings. It places this experience within the wider landscape of contemporary developments in care provision, with particular reference to the End of Life Care Strategy introduced by the Department of Health in 2008.

One intention of the strategy is to ensure that those at the end of life have greater choice about where to die, including the option of remaining in a homely environment. An initial hypothesis was that the End of Life Care Strategy does not appear to adequately address the psychological and emotional impact of engaging in the kind of care it proposes. More specifically the view that death is the subject that we are most defended against as human beings, particularly in contemporary western society, is based on psychoanalytic considerations of our relationship with death and has implications and consequences for the individuals and organisations concerned.

A free association narrative approach was used to gather data from a small number of carers from care home settings. The data is presented in the form of case studies, end of life stories and a cross-case analysis, revealing emotional complexity and the significance of the relationship each carer has with death and dying.

Identifying a range of unconscious defences in response to the carers' close proximity to death and dying, I found evidence of a deep engagement with caring at the end of life, confirming personal and professional experience of a third

tragic position elaborated within the thesis. Other findings include evidence of a strong vocational commitment to caring at the end of life, a powerful intertwining of personal and professional experience and a deep engagement with the emotional aspects of caring. The findings inform a number of recommendations.

Update:

Since completing my doctorate, I have been working hard to process the experience and decide how best to move forward. I have done some teaching on a Social Sciences Degree at a local FE college, been fortunate enough to work with Andrew developing an online course, "Grief, Loss and Dying During Covid 19" and remained in one place for long enough to support my growing family (my sixth grandchild is due to arrive at the beginning of April) during this most challenging of times.

I have the chapters of a book taking shape, but now need to find the time, energy and drive to begin to write! The pandemic has brought our relationship with death, dying and the vulnerability involved in being human, into sharp focus and I feel there is much to think about as we struggle to adapt and progress. I hope to shape these thoughts into something that might have meaning and be of some use to others.

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Thesis available for download <http://repository.tavistockandportman.ac.uk/1927/>

33. Smith, Henry (2022)



What happens in the Frontline Unit Meeting and can this model be of use to Children and Families Social Work?

Abstract:

My journey through the four years of the D55 was as much a personal journey into the personal and professional impact of unconscious processes as it was a research journey. Having joined the Programme with little knowledge of such theory, I left as a convert. I was particularly drawn to the work of Bion and Menzies, which provide such compelling rationales for many of the counter-intuitive behaviours displayed by Children's Services organisations.

My thesis explored the contribution of unconscious processes to supervision practice. It detailed how the anxiety implicit in the social work task impacted the nature of supervision, and contributed to this schism between the rhetoric and reality of supervision practice.

Building on the learning from the first two years of the D55 Programme, the psychoanalytically informed research methodology was employed, drawn from the work of Skogstad and Hinshelwood (2000). It explored the emotional atmosphere of the supervision sessions, the anxiety present, and the collective strategies employed by supervision attendees to address this.

The subsequent data was analysed through a thematic analysis. Bion's (1962) K and -K models of thought were employed to demonstrate how each group evidences a unique capacity to 'think' in light of its ability to contain the anxieties and frustrations implicit in social work. This demonstrated that when anxiety was not

contained, supervision attendees operate social defence systems against anxiety which stifle supervision practice, resulting in a denial of the reality of the social work task.

However, the study also evidenced how supervision characterised by negative capability, reflexive practice, a non-directive leadership style, and creation of containment can process anxiety. This leads to more thoughtful and effective supervision discussions, and more purposeful practice.

Update:

In terms of next steps, my research is being used to inform Frontline's Consultant Social Worker training (CSWs are our practice educators) and I am trying to get as much published from it as possible. I have got the two articles below out of it so far, the later one I will be presenting as a paper at JSWEC in June 2022:

Smith, H. (2019) 'Omniscience at the edge of chaos: Complexity, defences and change in a Children and Families Social Work department', *Journal of Social Work Practice*, 33 (4), pp. 471 – 480.

Smith, H. (2022) 'Learning from experience – anxiety, defence and leadership in group supervision: the implications for supervision and reflective practice', *Journal of Social Work Practice*, 36 (2), pp. 209 – 225.

My mission now is to try and get more psychoanalytic teaching into social work training and education!

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Thesis available for download: <http://repository.tavistockandportman.ac.uk/2678/>

34. Smith, Sylvia (2014)



'So you want to be a manager?' To what extent does the recognition and understanding of unconscious processes play a useful part in the management of frontline social work practice. An in-depth study of a children and families resource centre.

Abstract:

This is an in-depth single case study of a frontline social work team based in the third sector. The Bromyard Team provided comprehensive parenting assessments in care proceedings and safeguarding matters. This research is partly derived from the author's own experience and makes use of ethnographic and psychoanalytically informed observations of ordinary day to day work processes in the professional team.

The study aims to identify, understand and conceptualize the variety of emotional forces and relationship dynamics that impact on first line managers in social work and social care settings in order to deepen and extend understanding of these demands, and the stresses and conflicts managed by professionals in these roles. The author undertook Management Consultative Interviews (MCIs) with the managers of this service, in which they were afforded space to think about their roles and detailed field logs of researcher/observer experiences were used to gather data. The emergent data identified four emergent episodes, these were analysed using aspects of thematic analysis informed by psychoanalytic theory.

The overall findings of the study are that the first line manager often finds themselves assailed from all sides: task related anxieties that filter through the front line workers, organisational anxieties and projections that trickle down from above, wider environmental anxieties that rock the stability of services and also impact on more senior staff, personal anxieties and projections that invade the professional space and organisational/systemic anxieties arising from inter-group, cross-boundary roll tensions.

The author recommends that rather than being left to cope with such experiences, front line managers need effective and robust support, which would

promote further understanding of the emotional and unconscious forces affecting their role.

Update:

I am a Lecturer at the Tavistock teaching on the Masters and Doctorate Social Work programmes. I have my own independent training consultancy where I undertake independent work with practitioners/ front line managers & teams providing reflective supervision and casework consultancy. I host my fortnightly interviews based podcast 'Social Workers Matter' in which I interview social work and allied professionals about their work.

Podcast link:

<https://open.spotify.com/episode/1AfzYa1Wf6ssoJBpz0tfaZ?si=smxoFNLXTOWoluKYbr8CyQ>

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Thesis available for download <http://repository.tavistockandportman.ac.uk/1049/>

35. Swann, Gavin (2015)



Breaking down barriers: Developing an approach to include fathers in children's social care

Abstract:

The thesis describes a piece of research undertaken by a group of social work practitioners who experimented with different techniques and practices in their work-place in an attempt to include fathers. The research took place over a thirty-six month period in a Local Authority Children's Service in London. The research was supported by senior managers within Children Social Care and by the Local Safeguarding Children Board.

The research asks why and how fathers have been excluded from children and family social work. The research goes on to asks what strategies, methods, conditions and techniques promote inclusive practice for fathers whilst examining the role of 'the self' as a researcher, practitioner and participant. The research strategy was based on the participation of practitioners in a co-operative inquiry supported by 'a before and after' case file audit designed to test whether the co-operative inquiry, which operated within a 'front-line' child protection service, brought about practice change. The aims of the research were; to design and implement a co-operative inquiry, instigate a range of inclusive targets to support the implementation of a father inclusive strategy across the whole system.

The research concluded that children and family social work is one of the few institutions to confront the perversities and abuses of traditional gender and power relations and this confrontation has led to 'paternal alienation'. The work of the co-operative inquiry led to an increase in fathers identified and assessed. An increase in fathers attending meetings and reviews and an increase in fathers recorded as having parental responsibility and an increase in contact arrangements for fathers.

There was also a sizeable increase in social workers' considering the father's situation in ongoing planning for the child.

We learnt that we can include fathers if there is 'a whole system and a participative approach' which identifies how covert power and gender relations influence behaviour in practice. To achieve greater father inclusion social workers' anxieties need to be contained through safety planning systems and quality reflective supervision. For fathers to be included senior managers must support the activity in the long term, (ten to fifteen years), collect data and set targets whilst strategically committing and realigning resources to meaningfully address domestic abuse.

The research identified that organisational change is possible if the conditions to foster emergence are in place, if the culture that operates in the organisation supports emergent creativity whilst espousing staff cohesion simultaneously championing social worker empowerment. This research adds to knowledge in the areas of; father inclusion, risk assessment in child protection, domestic abuse, management, gender and power relations, leadership, group work, participation and collaboration in achieving organisational change.

Update:

Completing the doctorate has provided me with a range of new skills and increased my capacity to manage the complexities of statutory child protection work. I find that I am very system focused and am able contain and support others in a more sophisticated manner.

Since completing the doctorate I have presented the importance of engaging fathers in over 200 conferences, trainings, workshops across the country and even at the House of Commons. I have encouraged a cultural change supporting children social care organisations, engaging and working with fathers. It has been identified by Ofsted as good practice and has been added to their website.

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Thesis available for download <http://repository.tavistockandportman.ac.uk/1125/>

36. Thakrar, Rukhsana (2017)



You never arrive at a place where you can put your feet up or put your foot down. A study of conscious and unconscious processes in assessments of black and ethnic minority families.

Abstract:

This psychosocial study examines some processes at work when commissioners outsource to independent social worker experts (from a black and ethnic minority background social work), assessments involving black and ethnic minority children and families in cases where there are serious child protection issues. Eight participants, (three commissioners, four independent social workers and one parent). were interviewed using the Free Associative Narrative Interview method (FANI). The psychosocial research method used values the subjectivity of the researcher, and the FANI method is consistent with this. (Holloway and Jefferson 2000).

Data was analysed using a blend of thematic and narrative approaches, supported by reflections on the researcher's own emotional experience of the interviews. The findings of this study centre on assessments of parents from black and ethnic minority backgrounds who had experienced structural inequalities, discrimination and in some cases racism. The independent social work experts have used a particular framework to undertake the assessments and this has assisted them in formulating recommendations. Anxiety and conflict have featured heavily in the assessments. These anxieties are interwoven with the impact of

racism on families, independent social work experts and commissioners working in modern social work organisations.

Alongside this the importance of anti-racist social work is considered. Anti-racist social work recognises that racism exists within social work and offers a framework to tackle racism within social work. However, currently antiracist social work appears to have slipped off the professional agenda and has been replaced by more 'neutral' discourses such as 'diversity'. This allows one not to think about race and racism. It is a study of how anxieties are delegated to independent social work experts. My interest in this study stems from being a black, female, ethnic minority researcher and independent social work expert.

The key research findings are firstly, there are conscious and unconscious processes that have influenced the independent social work expert's approach, which included being motivated and affected by their personal experiences with their own parents and families of origin.

Secondly, the way an assessment was presented by the independent social work expert was influenced by unresolved issues from their background. Thirdly, the independent social work expert's biographical material is significant both in shaping their capacity to do the work sensitively and in depth, but also in creating blind spots for them.

There are significant implications for social work practice. There is a need for a different model and approach to supervision in social work, which is informed by a recognition of the impact of conscious and especially unconscious influences of a practitioner's biographical material. The importance of intersectionality is considered. This is thinking about how family/emotional/biographical factors are interacting with the dynamics of race/ethnicity, and how anxieties about all these in commissioners and practitioners produce a complex psycho-social knot that has to be understood and worked with if we are to do justice to these cases.

This deep and complex biographical investment in this work is both a source of strength and vulnerability. It is evident that there is something professionally and personally reparative for the independent social work experts, and myself as the researcher, in engaging in the discussions and reflections that make up the data and the findings of this research.

Update:

Currently I am an independent social work consultant with my own company, specialising in immigration and overseas assessments in Pakistan, Nepal and India. I also undertake assessments for families originating from the India sub-continent including issues of forced marriage and honour-based violence. I am a member of several national committees & subcommittees, eg BASW England, the Youth

Endowment Fund and Youth Justice Board. I have also started training at the Institute of Group Analysis.

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Director of Empowering black children and families LTD

Thesis available for download <http://repository.tavistockandportman.ac.uk/1687/>

37. Thompson, Hannah (2022)



Erosion of good intent: Professional perspectives of child protection conferences

Abstract:

Child protection conferences (CPCs) sit within a legislative and procedural framework responding to the most vulnerable in our society. Due to the intolerable feelings evoked by child abuse and maltreatment, the onus is not held by society. Instead, this sits with a specialist group of professionals.

MacAlister's (2022) review of the children social care system has cited CPCs as questionable spaces. Within this study eight episodic interviews (EIs) were conducted with professionals, integral to the child protection system and associated conference.

EIs seek to capture perspectives of professionals through narratives, creating an experiential approach to understanding the reality of the CPC. Findings suggest that professionals enter the CPC with good intentions, seeking to respond to the task of protecting and supporting children to ensure effective family systems. This small-scale study concluded suggests that anxiety runs like a vein through professional representations of the CPC, resulting in a cluster of social defences manifesting and obstructing the task and good intentions within the CPC.

Findings within this study suggest that, although anxiety cannot be eliminated, it can be reduced if the CPC is refocused. This small-scale study provides evidence that the process of the CPC is intertwined with anxiety resulting in social defences eroding good intentions and diverting professionals from the intended procedural, and legislative task.

Recommendations propose how refocusing the task, as well as clarifying professional responsibilities and re-establishing the power and independence of the conference chair, could ensure the CPC remains a place to ensure the effective working of family networks and the protection of children.

Update:

During my final year of my professional doctorate in 2021, I moved from an academic post developing the knowledge and skills of Practice Educators to a Learning and Development post within the Church of England.

Although my research focused on the dynamics and behaviours within CPCs, within my current role I have been able to apply the findings to non-statutory safeguarding meetings - whilst I explore publishing my findings and applying them directly to the CPC setting.

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Thesis available for download <http://repository.tavistockandportman.ac.uk/2766/>

38. Uttarkar, Vimala (2008)



An investigation into staff experiences of working in the community with hard to reach severely mentally ill people.

Abstract:

Several studies have evaluated the effectiveness of community mental health services by measuring economic viability and client outcomes. Whilst some surveys have emphasised the pressures experienced by mental health staff in the community, none have elicited details of these pressures, how they cope and what qualities and structures might be more or less effective. This study attempts to understand how mental health staff deal with the emotional impact of working with people suffering from severe mental illness in the community.

Observing staff visiting their clients followed by interviews with them and observing team meetings in mental health teams in the community were carried out. Using grounded theory, emerging themes were clustered together; and ideas drawn from systems and psychoanalytical theories were used to develop an understanding of how these individual and their teams worked and whether there were particular personal attributes they possessed which helped them carry out such work, and what organisational structures enhanced these qualities.

Although an important measure of the competence and efficiency of these teams is their impact on their patients, this study does not focus on patient outcomes nor does it scrutinise the overall effectiveness of the teams in detail; instead, it focuses on staff and attempts to explore what facilitates them to cope with the emotional demands of this work.

Three different types of community teams were studied; an Outreach Team for Homeless Mentally Ill people (OHT), an Assertive Outreach Team [AOT], and a 'standard' Community Mental Health Team (CMHT). Clients of the three teams varied in the severity of their illness and thus the intensity of their needs, and their ability to engage with services. The specific skills required to carry out the work within each team differed slightly. However, the significant finding was the importance of team structures and systems in facilitating individual staff to pursue the difficult task of supporting difficult-to-engage clients in the community.

Update:

The insights I gained from this research helped me to set up helpful systems, both in day-to-day practice and in recruiting suitable staff in my work which was with a third sector provider of accommodation and support to people with severe mental illness and forensic issues. I presented my findings to some conferences and published articles and a chapter in a book.

My interest in what motivates people to do their work and what keeps them continuing in that work has led me to carry out other research projects on this theme, both with organisations and independently. I have just completed a study of volunteers with HomeStart. I am currently studying the motivations and journeys of doctoral students at the Tavistock Clinic. I am also carrying out an independent study of resilience amongst frontline/critical workers during the COVID-19 pandemic.

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Thesis available for download <http://repository.tavistockandportman.ac.uk/1875/>

39. Walsh, Jeremy (2015)



The contemporary dynamics of caring -
A qualitative study of the relationship
between mental health professionals
and carers of people with long term
mental health conditions.

Abstract:

At the heart of this study is the experience of caring for someone with a long term mental health condition and the relationship between mental health professionals and carers, who are largely family, partners or friends. The study has been conducted at a time when there is increasing awareness of carers but at the same time limited understanding of the day-to-day lives of people caring for someone with a mental health condition.

Using a psychoanalytically informed psychosocial approach seven carers and eight mental health professionals were interviewed using a free association narrative interviewing approach, which provided a framework for participants to share their experiences. In the next phase a combined focus group of 16 participants was held, comprising nine carers and seven mental health professionals and vignettes were utilised to facilitate discussion. Data from both methods was analysed using a reflexive and psychoanalytical approach which encouraged the emotional response of the researcher to be taken into account. Alongside, a thematic analysis was undertaken to enable cross-referencing.

The study found that the disturbing nature of mental health conditions directly affects carers and mental health professionals, and within this environment carers place high value on support that is built on a meaningful relationship with a mental health professional. However this is not always available as professionals seek to defend themselves from the distress that is bound up in the caring experience, and therefore they idealise carers and maintain professional distance, with the result that carers' anxiety is not dealt with effectively.

Three implications are drawn from the research: firstly, that relational based support is developed based on the principles of 'being alongside' which includes: discerning those issues that need immediate response, and those that need time for a period of reflection, honesty about the nature of mental illness and what is realistic, agreeing respective expectations at the beginning of the work, and valuing seemingly mundane and everyday achievements that are often overlooked.

Secondly, that there is no such thing as a service user, only a service user in relation to their carer, and the two are a unit that must be worked with together by the professional.

Finally, that the framework of care in the community should adopt a different model in which the structures of an institution are utilised. Therefore each service user, carer and mental health professional form a mini community institution in which they all become members of the institution, and have a role in developing it

Update:

Since completing my doctorate in December 2015, I have continued to work in mental health services. I am currently the director of the South London Mental Health and Community Partnership spanning three mental health trusts. There is a lot of relationship-building work to encourage collaboration across organisational boundaries. I constantly find myself thinking: "What would Andrew make of this?" In my mind, he is still a strong supervisory presence and compass point all these years on.

With the learning from my research, I have shared it through being a visiting lecturer at universities and contributing a chapter to a book. In January I talked to a group of AMHPs in south Wales about my dissertation via Zoom. I am contemplating returning to research to get 'below the surface' of the lives of carers through the Covid pandemic.

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Thesis available for download <http://repository.tavistockandportman.ac.uk/1294/>

40. Watkins, Lisa (2023)



In their own words: American student narratives of Challenges and Struggles while studying abroad

Abstract

This thesis explores the lived experience of American students studying abroad in the UK. It is interested in understanding a range of challenges and struggles which students face while abroad.

One unique challenge for participants was experiencing the emergence of the COVID-19 pandemic in March 2020, which resulted in all participants returning to the US prematurely to continue their studies virtually.

Whilst there are numerous studies on students studying abroad, most studies seek knowledge via surveys, questionnaires, or semi-structured interviews. This study was an independent doctoral study that sought rich biographic narrative data using a psycho-social interview design with six participants two months after their semester ended.

A hybrid of Wengraf's (2001) Biographic Narrative Interpretive Method (BNIM) was used to capture participants' lived experiences in their own words. Systemic and Psychoanalytic theory was used to observe, contextualise and analyse data.

When participant narratives emerged, they were conceptualised as surface or deeper narratives. Surface narratives contained easier-to-describe difficulties related to differences between the US and UK educational systems. Deeper narratives contained difficulties related to emotional, psychological, and biographic narratives - intersected by internalised cultural, social, and societal demands.

The findings suggest that participants' struggles are, at times, displaced by the positive dominant abroad narrative, which unintentionally leaves little space for

difficulties to be acknowledged and shared openly. Participants used defence mechanisms to protect themselves against the anxiety of re-telling stories about their difficult experiences.

Rather than isolated experiences, the findings show participants experienced several intersections of personal, social, familial, academic, cultural, and peer group difficulties, which impacted their experiences of studying abroad.

Update:

Since completing my Doctorate, I have returned to my homeland, Wales. I am the Director of Talking Heads Social Work Consultancy Ltd, with current commissions with local authorities in England and Wales for consulting on Systemic practice in Children's social work, and Restorative and Reflective supervision for senior leaders and managers.

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Thesis available for download

<http://repository.tavistockandportman.ac.uk/2802/>

<http://repository.essex.ac.uk/35606/>

41. Weekes, Arlene (2021)



The complexities of making recommendations for adoption and fostering panels: an investigation of the biographic and professional influences on panel members' decision-making and attitudes.

Abstract:

In the UK, adoption and fostering panels play a key role in making recommendations about a person's suitability to be an adopter or foster carer. In many cases, however, these recommendations lack the required level of objectivity. Why should this be the case?

There are several possible reasons, one of which is that panel members are influenced by conscious and unconscious biases which, ultimately, impact their judgements. The research described in the paper sets out to examine this hypothesis. Using a narrative research approach, together with observations of panels, it explores the ways in which adoption and fostering panel members' biographies, attitudes and values influence their role and recommendations.

An analysis of the results showed a clear correlation between biography, as illustrated by personal values and beliefs, and professional identity, and that this impacted on recommendation-making. Further, while panels achieved their function of providing recommendations, they often constructed a collective narrative of being impartial and balanced which was not reflected in the conduct of panel members during the performance of their roles. In the light of these findings, recommendations for future practice are discussed.

This inspired the development of an awareness process called Effective Personal and Professional Judgement (EPPJ). A model for helping individuals improve the decisions and actions which they take about others, by understanding the effect of internal and external influences. The basic premise of EPPJ is

that increased personal awareness increases professional effectiveness. This enables individuals to become conscious of their own biases, and thus help them to make non-discriminatory decisions. The stance of the thesis is that, when an individual claims to be non-judgmental, they are denying the existence of both internal prejudices and external systemic inequalities.

Update:

After a very full career over the last 30 years which included managing child protection issues and as Independent Reviewing Officer for looked after children and foster carers, I currently work as a local authority Service Manager and lecturer for London South Bank University. As a free-lance trainer I also deliver a wide variety of training relating to social work and foster care, with a particular interest in ensuring role clarity, safeguarding and equality.

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Thesis available for download <http://repository.tavistockandportman.ac.uk/2481/>

Tributes to Andrew Cooper

If you would like to share your thoughts on Andrew's leadership and creativity, do send them to Katharine Scanlan/ Judy Foster for publication in the April brochure which developed steadily from weekly discussion groups in his office in 1997 to the first Doctors qualifying in 2007.

(<mailto:katharine@scanlan.karoo.co.uk>; <mailto:judyasfoster@gmail.com>)

Tribute from Dr Tanya Moore (principal social worker for adults at Essex County Council: published by Professional Social Work magazine, 9 October, 2023):



Andrew Cooper was a philosophy student and hospital porter before becoming a much-respected professor of social work. He is remembered by friend and mentee

Professor Andrew Cooper has always been known as a 'social worker's social worker'. His commitment to relational approaches in the face of oppressive, process-driven practice has been a lifeline to social workers holding belief in relational connection for deeper understanding and meaningful support. His writing has brought clarity, meaning and comfort to social workers across four decades. His intellect and kindness has offered sense and containment in the midst of the heightened emotion in which we often work.

Andrew came to social work via a philosophy degree and a Master's in philosophy at Warwick University. He worked as a hospital porter and then a residential social worker before being seconded to train as a social worker at South Bank University. He became a senior social worker and then trained as a psychoanalytic psychotherapist at The Tavistock Clinic. But he never lost faith in social work and proudly maintained his social work identity.

Andrew taught at the West London Institute of Higher Education before becoming Professor of social work at the Tavistock and Portman and the University of East London in 1996. He was head of discipline as well as Professor of social work at The Tavistock, and was elected dean of post graduate studies and director of research and development in 2000.

He went on to become involved in high-profile child protection enquiries, including the national enquiry into the circumstances surrounding Victoria Climbié's death. Throughout his career, he continued to assert the need for reflective, relational approaches and to actively encourage social workers to take time away from practice to think and reflect upon the relationships that were provoking most anxiety and to seek meaning in the emotions that arose out of the relational connections experienced.

I knew of Andrew through his prolific and beautiful writing about relational practice. I was thrilled to meet him when I joined the Tavistock as a lecturer and then as a candidate on the social work doctoral programme he had created. Andrew was kind and interested and his intellect was phenomenal. He told me he had never had any trouble in remembering things that he had read, and he supposed this must make him sound pretty clever. But it was his ability to find helpful meaning in any situation by exploring his own emotional reaction and then dipping into his extensive internal literature database that made every conversation with him so valuable.

Andrew supervised my doctorate and then mentored me when I returned to practice as a principal social worker. Even as our relationship morphed into a very precious friendship, I found myself wanting to reach for a pen to take notes whenever he spoke.

Andrew created the highly successful social work doctorate at The Tavistock and Portman where, to date, 40 successful research works have been produced. It was a source of pride for Andrew that the doctorate had created a space in which Black social workers could find sufficient safety to develop academic and reflexive ability. The result is a strong body of work with important exploration by black social work academics of the psycho-social experiences of diverse groups of people.

But it was through Covid-19 that I came to understand more about Andrew's generosity, compassion and humility. I was working as the adult's principal social worker in a local authority and as our teams were hit by the daily devastation of multiple deaths among the people known to our services, as well as personal experiences of the pandemic, Andrew agreed to step in to support the social work team managers. And so began our weekly teams' meetings with hospital and community team managers in which colleagues were given space to explore and reflect upon their experiences.

Andrew's thoughtful responses underpinned by a profound respect for the work of the teams became a lifeline for colleagues facing unprecedented levels of grief and fatigue. His personal availability to social workers throughout the pandemic was a direct and very practical contribution to his profession and emphasises the authenticity that is apparent in his writing.

Andrew was a talented artist a keen gardener, and a Coventry City supporter. His innate empathy and understanding of vulnerability may have come from his own very difficult experience of cancer as a young man. He wrote about this early brush with death in his paper 'A Good Death': 'I think the existential reality is that we each die alone. No one can do it for us, and no one can accompany us in death itself, only on our passage towards it, or if we are the survivor, following it. But this is not the same as dying in a state of loneliness. In a secular way of thinking, our

salvation, our after life if you prefer, resides in the possibility of being remembered and held in the minds of others long after death.'

Andrew will long be held in the minds of his friends, students and the social work profession. Most importantly to him, he will be held in the minds of his family including his wife Heather and their two children Daniel and Rachael. Andrew often spoke in his lectures and anecdotes of his love for them. Social work has lost one of its kindest hearts and most brilliant minds. His family have lost a devoted husband and father.

Tribute from Dr Wurola Bolaji, senior lecturer in social work at the University of Hertfordshire and former doctoral candidate of Andrew:

What a privilege to know, be supervised and mentored by such a great person and such great mind! One of Andrew's last words to me was that his mind was strong but his body not so. I did not know that would be our last meeting. Andrew planted seeds of great minds to carry on where he left. He led me to me and brought out the best in me. The pain of his demise is deep, but the consolation of his legacy lives on in our hearts and minds.

Tribute from Dr Nicola O'Sullivan

We are all likely to have had a memory and an internalised sense of Andrew as we embarked on our doctoral journey. The process of teaching and researching that he established and developed with his colleagues, is slow, diligent, reflective, appropriately challenging, deeply compassionate, and exceptionally understanding.

Most especially, Andrew showed how important human stories are in imparting key clinical messages about human development across the life span. Human Stories help us to understand in a broader and deeper way institutional spaces and the practices within them. Andrew shared in his books and articles and presentations messages about himself and messages about his work with others in ways that have stayed us. We may recall him in our minds as we prepare our work. Isn't this the essence of what a good relationship is, the impact on the recipient being their inbuilt capacity to recall a positive relational encounter when needed most?

Andrew said that this work we do in social work and social care systems is about 'the provision of skilful, supportive, psychologically attuned and practically helpful relationships for people enduring experiences that they cannot cope with. Andrew was deeply committed to providing educational and reflective spaces where these skills could be developed. As a result of the professional doctorate and most especially in coming to know Andrew in a very small way, our professional lives -

and for some of us our personal lives - have changed for the better. We have had the experience of been seen, engaged with and thought about, challenged and educated. It is a gift, that we may pass on, that has impacted us and that we may use every day in our work.

In his short paper 'A good death', Andrew was thinking and writing about death and dying. It felt that he was hoping that a good death might include some confidence that one will be loved and held in the minds of others and remembered long after they have died. I think there is no doubt about that.