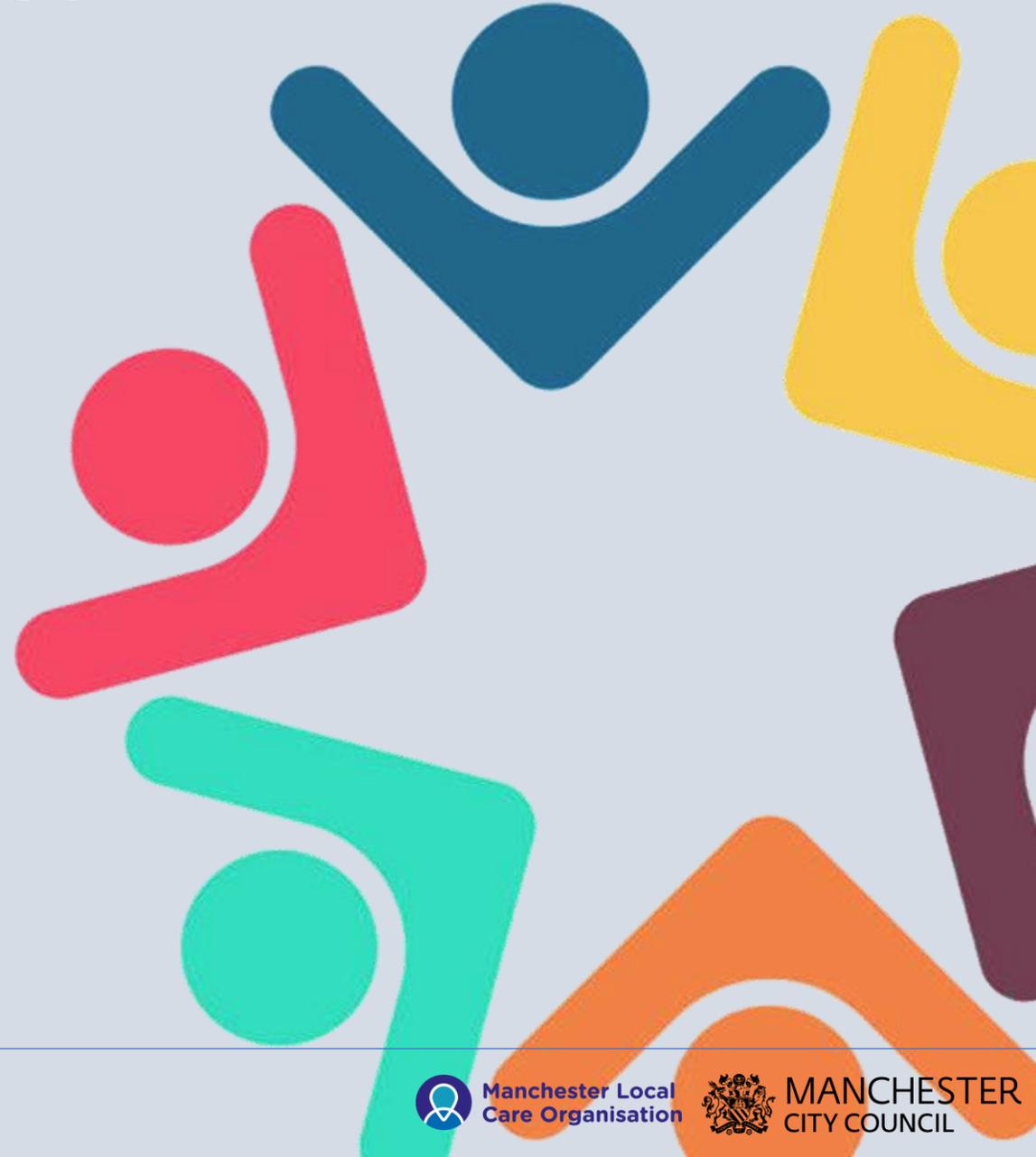


Achieving Better Outcomes Together

Introduction
to Communities of
Practice (CoP)
Spring 2026



Introduction to Communities of Practice

Introduction and icebreaker



- This session is designed for practitioners who are new to the role or new to CoPs
- It covers the opportunities provided for regular safe spaces for reflection, for one hour each session
- Your Practice Supervisor can provide you with further information if you need this. Contact your Practice Supervisor direct or email:
adultsocialcarepracticesupervisors@manchester.gov.uk
or adultsocialworkconsultants@manchester.gov.uk

Introduction to Communities of Practice

Outline of today's session

1. Context: Better Outcomes Better Lives / Achieving Better Outcomes Together
2. Strengths Based Approach – revisited
3. Communities of Practice
4. Your opportunity to influence
5. Next steps
6. Resources





Context



Introduction to Communities of Practice

Better Outcomes Better Lives

Better Outcomes Better Lives 2021-24

BOBL was our Adults Services reform programme in MLCO

Achieved:

- ✓ Increased confidence in Strengths-Based approaches
- ✓ Increased independence outcomes, supported by access to earlier help, TEC and reablement
- ✓ A saving of £39.33m

Introduction to Communities of Practice

Achieving Better Outcomes Together

Introducing Achieving Better Outcomes Together for 2025-28

Why? Because we know:

- There are still things that can negatively impact on people's experience of care and their potential for independent living
- There are things that get in the way of person-centred working and teams need the right tools to deliver the best support
 - Our services need to be sustainable 

How? Becoming a strengths-based system

- Achieving Better Outcomes Together is our framework bringing together all change and transformation in Adult Social Care
- To continue developing practice and embed sustained change, we need to influence the 'supporting scaffolding' around practice that can impact on people's experience and enables us to be a smarter, strengths-based system
 - It will move us from strengths-based practice to a strengths-based system 

Introduction to Communities of Practice

Our Manchester is our guiding framework

Our Manchester behaviours



We take time to listen and understand



We're proud and passionate about Manchester



We 'own it' and we're not afraid to try new things



We work together and trust each other



We show that we value our differences and treat people fairly





Why a Strengths Based Approach matters

Introduction to Communities of Practice

Strengths based approach



Introduction to Communities of Practice

Strengths based approach – the difference it's made

“ Having time to self-reflect has benefitted me and the people I work with. It has ensured that person centred support is being delivered.

We've produced some good things such as the Autistic outreach pilot with the support of Responsive Commissioning. ”

“ We had different forums to express our thoughts and collaborate on ideas with colleagues.

There's a golden thread of communication with senior managers – they can see what frontline staff are doing and staff feel appreciated. ”

“ It has been great to see examples of where changes have been made in response to my views. I feel I've been heard.

I was pleased that we were introducing new ways of working because it felt like we needed to change, and I was unfazed by this! ”

“ Strength-based practices are now embedded, and I feel more comfortable working in this manner. It's the norm now! It's introduced me to a holistic thinking approach.

It's been enjoyable, different and a new challenge. BOBL gave the team autonomy to try different things and think outside the box. ”

“ Since Just Roaming has been introduced, I can see the benefits of it and can evidence this with evaluation reports that shows CQC that we are a safe and responsive service!

Introduction to Communities of Practice

Our strengths-based programme and toolkit

Our strengths-based programme and toolkit have been designed to support your strengths-based practice. The programme provides a framework for your practice and the toolkit contains letter templates, how-to videos and prompt sheets. As practitioners, you are the experts, and you should use the toolkit by applying your own professional judgement. The prompts are not designed to be a script, and language should be adjusted in a way that is appropriate for the situation or individual. Links are below, but you will need to register or log in.

MLCO: [Strengths-based toolkit](#)



APPP: [Local Policies – Manchester Adult Policies, Procedures and Practice Portal](#)





Your Communities of Practice

Introduction to Communities of Practice

Communities of Practice (CoPs)

CoPs are a safe space for reflection, learning and development.

They provide a regular opportunity for practitioners to:

- **learn**
- **reflect**
- **share experiences**
- **get peer support and challenge**
- **contribute to personal development**

Introduction to Communities of Practice

Communities of Practice (CoPs): monthly schedule

Week 1

Spotlight Sessions

Spotlight on important current topics that are relevant across the city

Facilitated by Social Work Consultants

Week 2 (or 4)

Reflective Practice

Team reflective practice CoPs are a safe space in which to learn, reflect and share experiences of good practice within your team

Facilitated by your team Senior Social Worker

Week 3

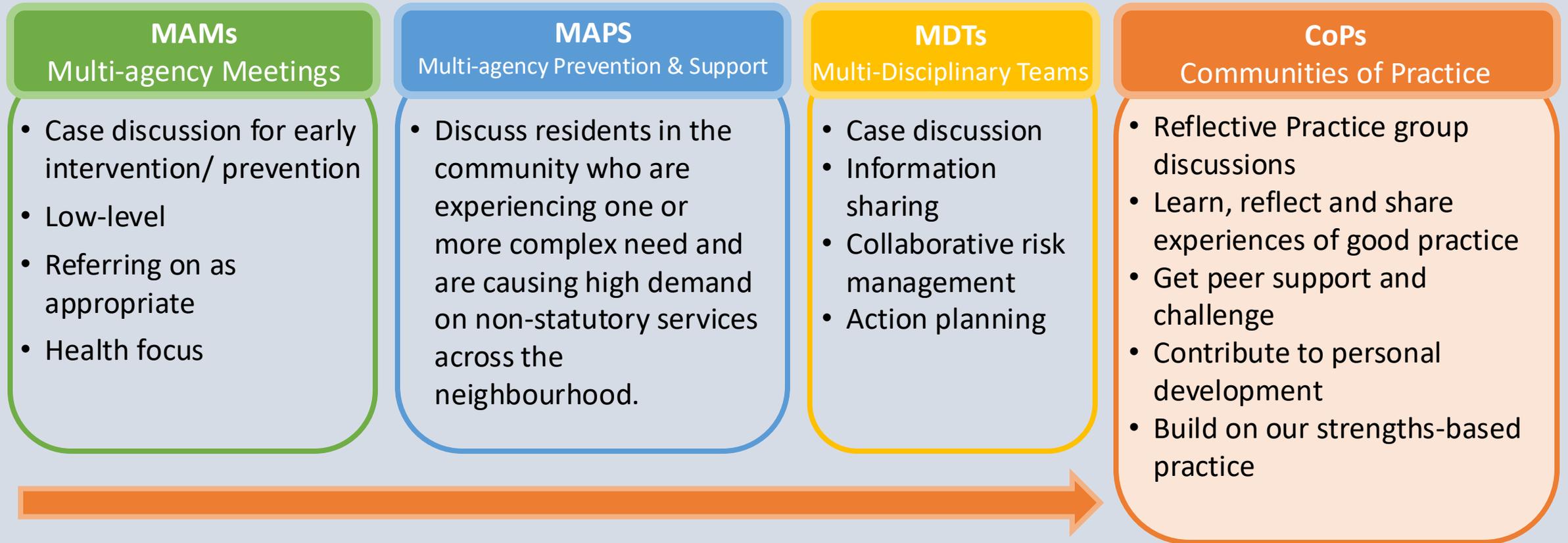
Themed/Reflective CoPs

Locality/service area specific, information is usually presented by a speaker, followed by a reflective discussion

Facilitated by Practice Supervisors (bimonthly)

Introduction to Communities of Practice

Communities of Practice (CoPs): MAMs, MAPs, MDTs, CoPs



Introduction to Communities of Practice

Communities of Practice (CoPs): Participant views

*The critical thinking at the CoPs reflection meetings has **continued to provide me with learning and development** to use in practice.*

*The additional benefits of **listening to other staff** discussing cases of their lived experience in practice is priceless.*

*This job can be very challenging, with all the multi-complex and trauma cases that we listen to, and the **CoPs are a safe place** to speak to other people that may understand.*



*It's too easy to ask people what their needs are and want to fix it. Better Outcomes Better Lives makes me more **aware of working with people and not doing to them**. It keeps that at the forefront of your mind.*

“

*Overall CoPs have improved my strength-based conversations and assessments, improved outcomes for service users; and **boost my confidence working with complex cases**. Thank you so much to the facilitators!*



They have increased my knowledge on resources in the community to sign-post people to.

*My strength-based toolkit has enabled me to identify that care is not always required - by **being proactive with the person's abilities***



*CoPs have highlighted that I practice in a strength-based way. **The sessions have increased my confidence** and helped me consider alternative options.*





Your Opportunity to Influence

Introduction to Communities of Practice

Communities of Practice (CoPs): My VIEWS Reflection

My
Voice
Ideas
Experience
Wisdom
Skills

We're looking forward to hearing your **My VIEWS**

Reflecting via **MY VIEWS** can...



Make your voice heard

Share something that's challenging so that we can explore potential solutions

Support people with the right offer

- Celebrate what works well
- Identify barriers
- Present opportunities

Influence management thinking

Make suggestions that can be passed on to the relevant managers or working groups



Next Steps

Introduction to Communities of Practice

Communities of Practice (CoPs)



How can I get involved?

Show up and contribute!

Take part in **critical reflection, continuously evaluate** the impact and benefit our practice to the people of Manchester, **challenge each other**, maintain professional curiosity, creativity and self-awareness.

Share knowledge and **ideas** and **learning** from the skills and expertise of peers.



Any questions



Contact your Senior Social Worker or Practice Supervisor direct or email: adultsocialcarepracticesupervisors@manchester.gov.uk
or
adultsocialworkconsultants@manchester.gov.uk



Useful resources

Communities of Practice Facilitation Masterclass

Resources

Access to national and local Manchester policies:

MCC Policy Portal [Manchester Adult Policies, Procedures and Practice Portal](#)

Feedback to senior colleagues to raise awareness and support positive action:

MyViews form [My VIEWS](#)

Government document on the strengths-based approach:

Department of Health & Social Care, 2019 [Strengths-based approach: Practice Framework and Practice Handbook](#)

Continuing Professional Development:

Social Work England Peer reflection [Peer reflection - Social Work England](#)

What are Communities of Practice? Hear from Jon Morris, (formerly) Senior Social Worker
2021 video [Communities of Practice on Vimeo](#)