*CURRICULUM VITAE - ROBYN J. KEMP*

Director, Kemp Consultancy – Social Care & Social Pedagogy Consultancy

**W:** [**www.kempconsultancy.co.uk**](http://www.kempconsultancy.co.uk)

**E:** [**robyn@kempconsultancy.co.uk**](mailto:robyn@kempconsultancy.co.uk)

**M: +447849 822 331**

## PROFESSIONAL PROFILE

As a children’s social care consultant I provide consultancy, training and support to individuals, teams and organisations wishing to develop a more ethical and professionally humane approach to their work. I have a strong commitment to developing, supporting and enhancing children, young people and their families’ wellbeing and happiness through theory-informed relational, empowerment and critically reflective practices. I have extensive experience in the statutory and voluntary sectors, strategic leadership, project management and operational development and delivery, which has been built on my passion for supporting children and young people in care. I have considerable experience in facilitating learning on a wide range of children’s social care themes for diverse audiences, from unqualified practitioners to senior managers and leaders. I am the first person to attain a UK Masters degree in Social Pedagogy (with distinction) and as such I have a strong commitment to promoting, encouraging and developing an ethical and coherent framework for practice.

## CAREER SUMMARY

**March 2009 – date *Director, Kemp Consultancy***

* Providing consultancy, support and training to individuals, teams and organisations across the UK – *please contact me for a fuller picture of the consultancy, training and support I provide.*
* Specialising in social pedagogy and social pedagogical approaches to supporting children in and on the edge of care services
* Contributing to social work reform and the development of UK and Ireland social pedagogy paradigm

**Publications:** *(please contact me for e copies)*

* (2015) Treasuring the social in social pedagogy, *Children Australia,* Vol. 40, Issue 04, pp 348-350
* (2013) Apassion for children in care, in ‘*Becoming a social worker’(2nd edition)*, Prof Viv Cree (editor), London: Routledge
* (2012) *Head Heart Hands Reference Tool,* London: the Fostering Network and Social Pedagogy Consortium
* (2011) *Comprehensive Training Handbook*, Thempra Social Pedagogy
* (2012) Social Pedagogy: differences and links to existing child care practice, *Children Australia*, Vol. 36, issue 4, pp 199-206. accessible from [www.thempra.org.uk/childrenaustralia\_RK.htm](http://www.thempra.org.uk/childrenaustralia_RK.htm);
* (2010) *London Pledge Practice Prompts, National Children’s Bureau,* accessible from <http://www.ncb.org.uk/ncercc/london_pledge/practice_prompts.aspx>;
* (2008) *Self Harm Practice Reference Guide*, London: National Children’s Bureau, accessible from <http://www.ncb.org.uk/ncercc/ncercc%20practice%20documents/ncercc_SelfHarmPracticeReference.pdf>;

**2009 – 2016 *Associate, ThemPra Social Pedagogy Community Interest Company***

* Social Pedagogy Consortium and Fostering Network Head Heart Hands programme, demonstrating the impact of social pedagogy for foster care (2012-2016)
  + Lead co-creator of the training programme and course reference tools
  + Lead facilitator of the training programme
  + Site Support Lead for three sites providing external consultation, support and supervision of social pedagogues and site project lead teams
* Social Pedagogy leader, trainer and facilitator for many organisations including Essex County Council, Belfast Health and Social Care Trust, Staffordshire County Council, Scottish Institute for Residential Child Care/CELCIS, Orkney Council, and Aberlour Child Care Trust, Capstone Fostercare South West, East Ayrshire Council, West Lothian Council, St Christopher’s Fellowship;
* Key note speaker at Social Pedagogy Development Network Dublin, Ireland, Nov 2014: *Critical Reflection –* *walking the path of most resistance, click on the link* [*http://thempra.org.uk/SPDNmeeting11.htm*](http://thempra.org.uk/SPDNmeeting11.htm)
* Consultant to the Centre for Understanding Social Pedagogy, Thomas Coram Research Unit, Institute of Education
* Strategic development lead in Belfast, Essex Fostering, Orkney, Staffordshire and Aberlour CCT;
* External and independent supervision of social pedagogues and residential management teams;
* Consultant – QCF Level 3 Diploma (CWDC) and BA Social Pedagogy (University of the West of Scotland);
* Creator of Social Pedagogical Leadership training and development courses, providing ongoing support to organisations and individuals

**2014 - date *Editorial Board Member, Scottish Journal for Residential Child Care***

* Active member of the editorial board, contributing as an experienced practitioner and consultant
* Undertaking academic article reviews with advice to authors

**2012-2013 *Lecturer & Academic Tutor, part time, Anglia Ruskin University***

* Children and Families and Social Work in Society modules, BA Social Work

**2012 *Visiting lecturer, Institute of Education, University of London***

* Children in care and social pedagogy, MA Sociology of Childhood and Children’s Rights

**2009 *Children with disabilities consultant*, *Bournemouth County Council***

* Consultant for the strategic development of the transitions services team for children with disabilities, assisting in the design of the strategy and services including pioneering operational support services such as ‘Safe Spaces’.

**2009 *Residential Child Care Consultant, London Borough of Wandsworth***

* Delivered training and facilitation to aid the development of more effective staff team following a period of considerable difficulty and consequent closure. Provided a comprehensive report based on findings over the three days and all recommendations linked to research evidence, all accepted

**2008 – date *Associate, National Children’s Bureau and NCERCC***

* Lead trainer and consultant for an NHS funded research project on peer mentoring for looked after young women, aiming to reduce the rates of teenage pregnancy in this group (2010-2012);
* Consulted to and wrote the London Pledge Practice Prompts for children and young people in care practitioners, keynote speaker at launch event, London;
* Wrote the Self Harm Practice Reference Guide for Residential Child Care sector;
* Consulted on the review of England’s National Minimum Standards for Children’s Homes;
* Contributed to research and practice papers on supervision in the residential child care sector;

**July 2006 – Feb 2009 *National Service Development Manager – Residential Care, Action for Children (formerly NCH)***

* Responsible for designing new strategy for residential child care based on practice research evidence and field analysis, aiming to improve the quality of care and outcomes for children through innovative workforce development programmes in caring for increasingly vulnerable and challenging children, and improvement of the financial efficiency and long term security of services
* Provided guidance and advice to CEO, Strategic, Operational and Assistant Directors across the UK and support to 47 residential services across mainland UK including mainstream and specialist adolescent short, medium and long term care, alternatives to secure care, long term homes for children with disabilities, residential short breaks for children with disabilities and residential special schools for children with emotional and behavioural difficulties and for those with PMLD
* Evaluated service quality and efficiency and made recommendations through highlight reports and regular progress updates to the Executive Management Team and Children’s Services Strategic Management team
* Lead consultant in conducting reviews of Local Authorities children’s homes provision in Wales and Northern Ireland leading to better experiences and outcomes for children
* Contributed to the tendering process for a number of tenders across the UK for residential child care and other services
* Designed and delivered workshops and operational training programmes to residential managers, their teams and other bodies
* Participated in market research processes to ensure regions and countries had a comprehensive understanding of the business environment within which services were being delivered
* Established management information systems to monitor, evaluate, review and improve the quality of residential child care services, relating to experiences and outcomes for children
* Collaborated with Public Policy Officers in drafting organisational responses to the UK four nations’ government proposals and draft legislation, and attended and contributed to policy briefings and debates at Westminster
* Provided support and advice to European Social Pedagogues for NCERCC and DCSF pilot project
* Consulted on and wrote sections of the new *Children’s Workforce Development Council Professional Standards for Residential Child Care*
* Contributed to the *National Framework Contract for Residential Child Care*, 2007 and the *Joint Commissioning Framework*
* Contributed to the Government Office for Science, *Foresight Report on Mental Capital and Wellbeing*, 2008
* Wrote a *practice manual* for Action for Children residential child care based on the National Minimum Standards for Children’s Homes in England, Scotland and Wales
* Established and developed the Action for Children *National Behaviour Support Steering Group* in response to a lack of information, coordination and risk management; wrote and implemented comprehensive behaviour support policy for use across all 500 Action for Children services, highly praised and successful in reducing seclusion and restraints; introduced new data collection and analysis tool to aid monitoring and evaluation
* Designed and delivered workshop on reducing restraint and seclusion at the *NCERCC Annual Conference 2008*;
* Keynote speaker at the Practice Exchange workshop in Inverness 2008
* Established and delivered Emotional Intelligence training programme and established an EI network for managers and practitioners
* Created a Virtual Therapeutic Team to provide therapeutic support from highly experienced and qualified consultants within and associated to the organisation to staff and carers of looked after children across the UK, funded through voluntary income, delivered through face to face consultations, e-support, and video and telephone conferencing
* Provided consultation for the St Lucian government and the government of the commonwealth of Dominica for establishing their first children’s homes and providing consultation on the Operations Manual for the welfare services department

**September 2003- June 2006 *Project Manager, NCH House on the Hill, Lewisham, London***

* Leadership, management, development and co-ordination of high quality 6 bedded residential short break care for children with disabilities within a multi-agency framework from a written concept to an operational reality, overseeing a £1.4 million refurbishment, recruiting and chairing the advisory panel, recruiting a full staff team, agreeing protocols and procedures with the partner Authority.
* Established, sustained and further developed a clear ethos founded on research evidence, child-centred and anti-discriminatory practice
* Recruitment and development of a full staff team, sessional workers and volunteers using the Warner recommendations (1991)
* Development and continuous management of service requirements for regulatory body
* Liaison with partner agency contractors and staff in relation to the refurbishment of the building and development of the service
* Development and maintenance of communications strategies with the partner agency
* Development of close working partnerships and liaison with service users and potential service users ensuing focus on their active participation
* Provision of management information to the partner agency
* Development and maintenance of financial systems within the project, including budget monitoring
* Overall maintenance of the service premises and equipment
* Development and maintenance of a range of information systems
* Development of partnerships with local voluntary and statutory agencies involved with children with disabilities
* Successful marketing of service to and partner relationships with other Local Authorities
* Development of further services to support individuals and groups through identification of need
* Presented with Project Manager of the Year Award 2004

**July 2001 – September 2003 *Senior Fostering Co-ordinator, Clarion Agency Ltd, London E8***

* Assessing, supporting, supervising and reviewing foster carers, and placing children
* Developed support systems for the birth children of foster carers
* Development of protection and care plans and behaviour programmes for children placed
* Liaison with child care professionals including regular consultation with child psychotherapists
* Supervision of contact
* Developing and writing agency policies and procedures
* Development of foster carers handbook
* Advisor to the fostering panel
* Advisor on child protection and child care issues to LA partners
* Development of introductory and specialist training programme for foster carers
* Development and delivery of UK wide training on Life Story Working

**Feb 1997 – Sep 2003 *Freelance Child Care Trainer and Consultant***

* Primary Research – ‘User Perspectives on the Child Protection System’ for Redbridge Social Services Department Best Value Review, 2002

Courses designed and delivered to social care professionals (including social work managers, social workers, residential managers and workers, foster carers, nursery workers, child and adolescent mental health professionals, family centre practitioners, interpreters):

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| |  |  | | --- | --- | | * Adolescence | * Child abuse awareness, introduction | | * Child and adolescent development | * Child Protection & Safeguarding | | * Children Act 89 | * Children (Leaving Care) Act 2000 | | * Development of an Asylum Seekers SW Team | * Direct work with children | | * Education and Health for looked after children | * Life story work | | * Looked After Children System | * Moving in, moving on | | * Pathway Planning | * Personal Education Plans | | * PQSW Assessor / Mentor – Waltham Forest SSD | * Recording with care | | * Safer Care | * Supporting young people leaving care | | * Training the trainer | * Working with families where disability is an issue | | * Working with birth parents | * Working with unaccompanied asylum seeking children | |

**Aug 1995 – July 2001 *Children’s Home Manager (short term & emergency care), 12B Norman Grove, LB Tower Hamlets Social Services Department***

* Accommodating up to six 12 to 17 year olds, for up to three months. Primary aim to thoroughly assess need, minimise period of accommodation with a view to return young person home, if at all possible, within six weeks, based on research findings by June Thoburn.
* Developed and implemented Comprehensive Four Week Assessments based on the seven developmental dimensions of the LAC system
* Developed policy and procedures regarding Risk Assessments of young people, work activities and building management
* Contributed to the development and implemented staffing strategy for all Tower Hamlets children’s homes
* Developed and implemented training strategy based on the needs of the service
* NVQ assessor
* Managed a staff team of 18 FTE
* Provided in house training on Children Act ’89, DoH LAC system, social work theory in residential care
* Contributed to the NSPCC protocol on working with young people at risk of and involved in sexual exploitation
* Member of the User Involvement Group, Inspection Advisory Panel, Fourth Tier Managers Group
* Contributed to organising three annual speak out events for Tower Hamlets’ children in care
* Project Manager for the Young People’s Film Group working with Four Corners Film Workshop – produced 40 min digital video film with ten young people over six months, entered into film festivals and being used as a training tool
* Developed Internal Procedures Manual, used in all Tower Hamlets children’s homes
* Successfully managed the budget as the cost centre manager budget holder, always coming in on target.
* Additional roles and responsibilities: building management; active member of the Children’s Home Management Team; community relations; liaison with other agencies including YOT teams, Child Mental Health, Education providers, NSPCC, NCH, Police, Community Service Volunteers, Advocacy agencies, Refugee Council; Interpreters and translators

**Apr 1992 – Sep 1993 *Manager of Under 5’s Specific Needs Day Nursery, 60 William Guy Gardens, LBTH SSD***

* Brief details: nursery for up to ten full time children, working with parents on their parenting skills, promoting all aspects of the children’s development
* Developed nursery to specialise in working with children with specific needs arising from child protection concerns of referring social worker, particularly in terms of neglect
* Responsible for the supervision and development of five nursery staff
* Developed and implemented procedures and good working practices

**Dec 1991 – Mar 1992 *Senior Residential Social Worker, 60 William Guy Gardens, LBTH SSD***

* Shift leader responsible for smooth running of shifts, referrals and admissions
* Supervisor of three RSWs and one auxiliary staff
* Key worker, responsible for attending placement meetings, statutory reviews, promoting the education of residents, reporting for child protection meetings, co-ordinating the placement and care of the young person
* Developed and contributed to weekly management meetings
* Developed internal procedures manual for all staff

**Apr 1991 – Nov 1991 *Nursery Officer, Overland Day Nursery, LBTH SSD***

* 60 place Social Services day nursery
* Seconded to cover maternity leave
* Responsible for 5 under fives, including children with disabilities
* Supervised NNEB students

**Jan 1988 – Mar 1991 *Residential Social Worker, Dave Adams House, LBTH SSD***

* 20 bedded children’s home, accommodating children short, medium and long term
* Active member of the staff team, feeding into the management team
* Designed the home’s first handbook for residents
* Developed and ran the first Girl’s Group
* Organised holidays and educational trips
* Liased with internal and external agencies
* Instigated Residents Meetings
* Key worker

Aug 1986 – Dec 1987 Waitress / Bar Staff, Bass Clef Jazz Club, London N1

Jul 1986 – Jun 1987 Personal Assistant to Director, London Insurance Services, Old St, London EC1

Jan 1986 – Jun 1986 Maths Teacher for SEN students, Yesoday Hatorah Hasidic Jewish Secondary School, London N16

Sep 1985 – Dec 1985 Caring for sick relative in Manchester

Jul 1985 – Sep 1985 Summer Camp Leader, Sheffield City Council SSD

Mar 1985 – Jun 1985 Volunteer Holiday Play Scheme Worker, Sheffield University Student Community Action Group

Apr 1984 – Feb 1985 Riding School leader, MENCAP, Dore, South Yorkshire

Sep 1981 – Mar 1984 Unemployed, Volunteer Holiday Play Scheme Worker (as above)

*Further details on request*

## EDUCATION and QUALIFICATIONS

2011: MA Social Pedagogy (with Distinction), Institute of Education, University of London

Dissertation: *Towards Emerging Coherence: opportunity in the challenge of social pedagogy in the UK*

1995: Diploma in Social Work, Havering College of Higher Education, Essex

Dissertation: *Residential Child Care: First or last resort?*

1981:  GCEs including English & Mathematics

I.T. Proficiency: Microsoft Word, Excel, PowerPoint, Project, Internet & Email

**Professional Memberships:** British Association of Social Work; Social Pedagogy Development Network; National Centre for Excellence in Residential Child Care; National Centre for Therapeutic Care; Scottish Journal for Residential Child Care

**Interests:** Music, inc. singing, playing guitar and piano not very well but with enthusiasm; art, literature; gardening; football, snooker; travelling; supporting a small East African children’s charity.

Clear DBS; full, clear driving licence; good health