

RI Forum.

October 28<sup>th</sup> 2020

Updates , where are we at the moment?



# OFSTED UPDATES:

No major changes recently

Assurance visits ongoing-

- ▶ Similar to a normal inspection.
- ▶ New allocations of inspectors to homes with quite a few changes.
- ▶ Occasional delays in publication
- ▶ Seem to be reported variations in Covid/lockdown focus during inspection from very little to a real bias towards all aspects of the lockdown period
- ▶ **Of interest:**
- ▶ <https://www.gov.uk/government/publications/ofsteds-directed-surveillance-policy/ofsteds-directed-surveillance-policy>

# The R rate:

- ▶ England average 1.2-1.4 (23.10.20)
- ▶ SW 1.3-1.6 with specific areas increasing- largely urban. Other sub regions e.g. Torridge , Teignbridge remain very low.

# Test , track and trace:

- ▶ MAJOR ISSUES - WORST PERFORMANCE SINCE IT STARTED BY 23.10.20
- ▶ Recognised that testing and tracing is crucial in controlling the spread of the virus
- ▶ **80% is the level that has to be reached for it to work but the last set of data showed 60% only. Data from late Sept- Oct below gives a sense of the problem**

Testing time went up from the optimum 24 hours to 45 on average

8<sup>th</sup> - 23<sup>rd</sup> October

77,892 Cases reached

17,141 not reached

1489 without contact details

Out of the first two groups:

66,100+ gave 251,613 close contacts

11,754 did not give close contacts

149,923 close contacts reached

101,690 close contacts not reached

# Coping with tiers....

Strategically you need to be aware of two sets of tiers

- Schools tiers one to four - both in terms of young people and their schools as well as the potential links to the home and the need to start home learning again.
- National tiers 1-3 - R rate , locally negotiated with government
- <https://www.gov.uk/government/publications/containing-and-managing-local-coronavirus-covid-19-outbreaks/covid-19-contain-framework-a-guide-for-local-decision-makers>
- <https://www.gov.uk/guidance/local-covid-alert-level-medium>

There is some thought of a Tier 4..... As per national lockdown .

# Coping with tiers....

- How are you going to manage the following movements between tiers:
  - ❑ Staff
  - ❑ Young people
  - ❑ New young person to the home
  - ❑ Professionals
  - ❑ Families, carers , friends



# Are you prepared?

- ❑ ....for a so called short circuit lockdown of 2-3 weeks?

# Research on the go / other info.....

<https://www.mentalhealth.org.uk/publications/impacts-lockdown-mental-health-children-and-young-people>

<https://www.ukri.org/research/coronavirus/researching-the-impacts-of-coronavirus/childrens-education-during-lockdown/>

► **Eighteen month studies started in July 2020:**

<https://www.brookes.ac.uk/about-brookes/news/impact-of-lockdown-on-young-children-is-studied-by-psychologists/>

<https://www.ox.ac.uk/news/2020-08-19-study-finds-significant-increase-child-parent-violence-lockdown>

<https://learning.nspcc.org.uk/research-resources/2020/social-isolation-risk-child-abuse-during-and-after-coronavirus-pandemic>

<https://blog.ons.gov.uk/2020/10/22/mental-health-of-children-and-young-people-in-the-pandemic/>



# Vaccines:



Three trials in the UK in phase three:

Oxford

Cambridge

Imperial College

Timescales uncertain.

Coronavirus/ Covid 19 likely to become endemic for the foreseeable future.

# UNCONSCIOUS BIAS

✓ **1 Confirmatory bias**  
This bias leads us to actively search for information which confirms our existing ideas about people. Confirmatory bias can also lead to decision makers discounting key information which contradicts their pre-existent beliefs.



## **2 Affinity bias**

This bias leads us to favour people who look like us, sounds like us or that share a similar background or interests. Affinity bias can mean that we fail to see the faults in people who are like us and are more critical of those who we perceive to be different.

" Unconscious biases are our natural people preferences. We are hard-wired to prefer people who look similar, sounds similar and have similar interests.

These preferences bypass our normal, rational and logical thinking. We use these processes very effectively (we call it intuition) but the categories we use to sort people may not be logical, modern or legal.

"



## **3 Social comparison bias**

In order to identify both individual and group identity we constantly compare ourselves to others. While it sounds unpalatable a central part of this belief is that we are better than others.



## **7 Talking about difference**

Talking about difference should not be uncomfortable. Try to foster an environment in which speaking about differences in people's lives is encouraged and commonplace.



## **6 Recognise bias**

Encourage your colleagues and teams to recognise their own biases. Help them to understand that these biases are normal and can have a large impact on the way we interact with others.



## **5 Senior leaders**

Senior leaders ALL need to role model inclusive behaviours to create a culture in which biases can be recognised and mitigated against.



## **4 Want to know more**

I have written several in-depth blogs on the subject of unconscious bias. Check out [www.socialbeings.co.uk](http://www.socialbeings.co.uk) for more information