



Psychology and Therapeutic Services Video Enhanced Reflective Practice (VERP)

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VERP uses video for sharing reflection on short clips of practice. The aim is to support groups of professionals to build on their current strengths and to further develop their attuned communication skills with others. It is a model of professional development that has been in use for over 20 years.

VERP uses the **Video Interaction Guidance** (VIG) principles and approach specifically to increase effectiveness in communication between adults and between adults and children and young people. (See our Video Interaction Guidance fact sheet for more information on VIG).

VERP explicitly involves change through building on strengths (doing more of what works) and viewing the impact of these changes through film. Staff are empowered through having initial training on essential elements of VIG followed by a number of shared review sessions as a form of structured peer supervision and support. VERP aims to improve effective communication in the situation where it naturally occurs by building on the participants' individual and unique style

A 'reflect, do and review' cycle is deepened via skilled coaching by an Educational Psychologist and the power of the visual evidence in video form.

Key Benefits noted by VERP users:

- Relationships improve between adults and children and there is an increased confidence in the ability to repair relationships after difficulties.
- Staff show increased confidence and self-esteem.
- Support is shared between colleagues and impacts on team building
- Staff report that time for reflection is valued
- The behaviour and learning of children improves

Quotes from people who have recently started to use VERP

"Progress is noted in spelling, amount of writing produced and motivation for school work."

"Film helps you to become more reflective and better at listening. Very grateful to have received such valuable training."

"This has definitely enriched my interactions, assessments and understanding of children."

"The training has made me more aware of the need to give children time to respond and has affirmed my belief that children learn if you demonstrate an interest in them personally".





Psychology and Therapeutic Services *Video Enhanced Reflective Practice (VERP)*

The Psychology and Therapy Services can offer a diverse range of VERP opportunities for working with children, young people, and adults.

Practice Based Reflective Workshops are offered to teams or groups, in a way that is time-efficient and effective in developing skills, practice, and communications. Most VERP courses combine knowledge-based input with skills development and ongoing group coaching.

VERP typically involves:

- Four to five hours of initial training delivered as full, half day or twilight sessions.
- A minimum of three group supervision sessions of one or two hours. Before each session participants will film themselves / each other according to their personal development goals. They will then select short clips of positive moments to share with the group.
- An evaluation / celebration session.

Examples of VERP projects so far have included:

- A behaviour support team around an adopted child
- Children's centre and pre-school staff working with disadvantaged two-year olds
- A pupil referral unit team to improve adult / child relationships
- Nurture group staff to develop a consistent approach to support two children
- A special school teaching team to support a young person with challenging behaviour

We can also offer:

- Taster and introduction twilight sessions for interested individuals and groups
- Ongoing supervision for groups after completion of VERP interventions

Successful completion of a VERP intervention can be considered as replacing all or part of the first stage of VIG training for those interested in furthering their training and knowledge.

Next steps: if you would like to discuss developing VERP in your school or setting for your staff and / or pupils, including bespoke support, please contact the team on:

Tel: 01473 264700

Email: Psychology&TherapeuticServices@suffolk.gov.uk

