Interview Recording Pru 27:8:21

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kids, relationship, staff, wee, people, bungalow, children, life, struggle, day, terms, good, suppose, thinking, understand, difficult, move, squabbles, person,

00:00 - Interviewer

Yeah. So it's kind of what helps children recovered from their difficult beginnings when they come here. And in the 4D things is a kind of discovery, dreaming, designing, destiny. The discovery one is where, we're going to start it's just stories about what works. Well, what do you think makes a difference? If you were thinking about overarching question for these kids? What is it even works? Well, here,

00:27 - Interviewee

I think just the consistency, you know, like, we've got staff, I've been here for quite a long while and I think the kids notice, and there'll be a bit more confident efforts, people that they know. When there's new staff, we always see a wee struggle, because it's, we need to build that relationship with these people. So it does take a while. If you've got a kid, who's not in residential here who has had the same adult all their life they are going to be secure. Yeah. So I suppose it's just a follow up to that if they come here, and it's the same adults that they see. And they'd be more secure than they are, they get a new member of staff.

01:08 - Interviewer

consistency in terms is some staff have been here for a long time. And then does that apply them in terms of, because I've noticed when I'm here that you you work in [bungalow 3]? Yeah. And is that the kind of consistency? Yeah,

01:21 - Interviewee

I think so. Because it's like a house LED. You know, like, like, every bungalow has their own staff. So those children can feel secure with those staff, they can also feel secure in different other staff as well. But they know that that's like, their sorta house, you know, so. And so I suppose it's like, I mean, you would feel secure going to your auntie’s house, which is probably what they would be like going from [bungalow 1] to [bungalow 3], so it's, it's quite good that way and I think we're quite good at, like picking up in their behaviours and noticing, because you work on the one bungalow all the time. Usually, you can pick up and even just wee movements when you know that one in all these, they're struggling to be better, or go and spend a wee bit time to make sure that they're okay. Whereas if we're flying from bungalow, a bungalow, you never really notice that as much. It's good to have

02:19 - Interviewer

that you get to know, these children,

02:22 - Interviewee

intimately then, yes.

02:24 - Interviewer

And your then able to respond to small cues. Yeah, stuff like that. And is that something that works well here in terms of identifying things early? Or? Was there something something? or other things?

02:40 - Interviewee

Yeah, we can, at times, identify if a child maybe gotta wee struggle or a wee problem quite early on. But not always We're not mind-readers. But yeah, because they can, because you're working with the same children generally can pick up on

03:05 - Interviewer

set as soon as we do. The main thing for you and thinking about what works for these kids is relation relationships. Is that Oh, yeah.

03:13 - Interviewee

I don't think you could work here if you didn't have relationships with the kids? I think you need to be able to build that bond. And it doesn't come instantly. But I mean, we've had kids, it can take months, sometimes over a year to build a bond with. And sometimes they just won't, you know, there's obviously going to be some people that don't click with Yeah, so they're not going to have a bond is much with him as the other staff. So I suppose it's all about your relationship with the individual person, and then what you can bring to them and what what you can help them with as well.

03:48 - Interviewer

Yeah. Do you think having a variety Yeah, staff here then provides opportunities then for kids to make relationships with?

03:59 - Interviewee

Yep. Yeah, I would say so. But I mean there's, like, I would say, I'm quite a mothering person whereas there's maybe like other people I'm working with tonight, are quite adventurous and will take them out bike rides and different things. So they're getting, the the mother and the maybe, cooking or maybe dog walking and relaxing things with me whereas they'll get the adventure side of it by another member of staff. So, so they're getting to dip in and out of a lot of different, like things that they can get up to some.

04:29 - Interviewer

Yeah. So, and you, I mean, was there any other things that you think work well, specifically relationships of relationships, that children can make you in, in terms of things that happen even on a day to day basis that you think really make a difference for kids in terms of recovery?

04:52 - Interviewee

I would say like forgiveness as well, you know, I mean, we know that these kids are here because they've had a hard start in life So they are some times going to revert back to that. So it's good to, to let them know. And for them to see that on a day to day basis. Okay, sometimes it's not okay to do the things they do and is it? It is, they know that we'll forgive them and you know, that we will be there. And, you know, it's always a different day tomorrow so we can we can get on. I mean, obviously, if those things happen, we need to work through those some things. But I mean, they've not had the best start in life, and we're here to try and we can't take that start back can start afresh and come in to [org], we can help with the future. So

05:47 - Interviewer

hopefully, yeah. And you take them into that then, as the this thing of having these because the difficult starts are usually about relationships. Yeah, it was an answer as well, I'm just I'm trying to see that that's the first thing you said was about relationships. I'm just wondering whether that's the key thing here that actually that the difficulties been in relationship, so you have to have [inaudible] relationships can be repaired, it can be maintained, it can be positive, is that fair somebody? or?

06:23 - Interviewee

Yeah, well, I think So. I think every child, is different in the way that they will approach a relationship with you, you know, there's not two of them to two of our kids that would work the same way, you know, as about getting to know them and knowing how to work with each other, because they're certainly really smart. And they must have to work differently with each adult, do you know? So putting yourself in their shoes is bound to be quite, quite difficult for them as well, because they'll maybe have a, they have a positive, forgiving relationship with me, but then maybe another member of staff doesn't forgive quite so quickly. So that's maybe a wee challenge that they could have in here.

07:12 - Interviewer

do you think that's that's a difficulty? Or do you think that that is potentially something that is useful for them? No.

07:21 - Interviewee

I think in the long run, it could be, I think it'd be difficult to begin with, because obviously, if they've not got relationships, then having to make so many different relationships must be it must be terrifying and difficult. But I think in the long run for the future, and for their adult life, and for maybe getting on, or even going into a workforce, that would be quite helpful, because their so used to being able to have a different relationship with, had that with each person whereas if it was like a person at home they would only have a mum and dad to have that relationship was sort of like it would be a good in the long run

08:01 - Interviewer

another there any things here at [ORG] Do you think work particularly well here? Maybe compared to other places you've bought or other experiences you've had?

08:12 - Interviewee

Just been loving? And caring? I don't think there's a single member of staff in here that's not here, because that they're a bit devoted to [org]? Yeah. Because it's not just I wouldn't say this is just a job. I don't think you could do this as a job as a job. Yeah, you know, it's sort of vocation isn't it, it's, you've got to be passionate about the children and the place. So I think that would that will come out in the kids as well.

08:43 - Interviewer

And do you think is it? Is it just chance or luck that you get so many people who work here who are like that? Or is there something about this place that attracts a certain person or the kind of work that you think?

08:54 - Interviewee

I don't know. I think of us as quite a few, I came here as a student and there's been quite a lot of our workforce has Been students at some point and another. So maybe that has been a wee bit of chance, luck, and a bit of opportunity there? Because obviously if to work in the care sector, you need to be caring anyway, so there must be I don't know, I've never thought about that as an

09:27 - Interviewer

interesting place to work to have been here, you know, really enjoyed being here. And I think you get some score something really great going on here in terms of the people that work here now just what does that compare? You know, I know early on people said, you've got to be the right kind of person to come and work here. Yeah,

09:46 - Interviewee

I mean, they do have, they have like long term staff, but we've also had a good few people. As you see, they're not saying that they're not right for the job, but it just doesn't suit them, because it's, it is long hours and it's, it is a commitment outwith your own family and sometimes it doesn't suit a lot of people but I think once you're in here, I think it gets under the skin and it takes a, we are a sort of family member, we are seeing some of your colleagues here more than you see your own, like children and husbands and wives!

10:17 - Interviewer

Yeah, some of the [inaudible] you spend more time

10:32 - Interviewee

There's one male member staff told me he's divorced two women that didn't Nag at him, as much as me. So yeah, that's all fun in jest, you know, is

10:43 - Interviewer

is that something then in terms of what works here, the staff can do it because you’ve got each other your staff relationship?

10:53 - Interviewee

So I think so. I think you need to have a good bond and as a staff team, for the kids to be able to enjoy the banter and to be part of the banter and... You know, like, there's certain staff members that you you just like, if you're on shift with, where you know that you're going to have a chilled relaxing, funny, you know, obviously, depends on the kid's behaviours and things. But generally, we'll have a good shift then the kids will have a good evening and they'll get to bed quite happy and contented. Well as happiness and contented as they can be. For what they've been through. So yes, some, if you are on with the same crowd of people you're more confident in your shifts. So you're more relaxed, which will show in the kids as well. So, so it is good if you know,

11:49 - Interviewer

there's something needed with developing relationships with other members of staff as well as getting to know each other. Getting to know the kids. Yeah, it's good to know you and get to know that part of us mark is all relational. Yeah. You cannot. Any things that go on here that make that easier better in terms of how things are organised, as did the rotas help you build relationships? I don't know if there's training debriefing, team meetings you know all that stuff that goes on is that

12:25 - Interviewee

Yeah, but we do have a continual 4-week rota, so we do know, usually, obviously, there's holidays and sickness events, but you do know who to get on with most of the time. So you can plan you know, if there's maybe somebody that's quite adventurous and 'oh right, we're going to go deep water swimming with the kids, or wild swimming. Or we're gonna go to the beach, you know, you can plan things for like, for the weekends and things are obviously we're just finished the summer holidays, you would plan every day. Yeah, you know, also, as well, I think you need some planning, you need some forward plan planning, I would say you need to have the backup of your management. But then you also need to have the kids willing to help and do things with you. Because if you were to be non compliant as an Oh, I'm not doing that because I don't like I don't like to see go a dog walk with the kids I'm going to come off and they're going to be non compliant for you as well. So you need to be eager and you know, really sell of the type of activity so that the kids will find it fun

13:37 - Interviewer

things about modelling almost you know that you you role model, you behave in certain ways that you would like to see replicated. Is that fair? Is that?

13:47 - Interviewee

Yeah, I like to think so. But, yeah, if you're eager and you're quite inquisitive and quite adventurous that it's, it's going to roll off on the kids and it's going to get them as long as it's something they enjoy doing. It's going to give them a much better time and then they're going to go to bed so much happier and more settled. If they've had a good day. Enjoyed themselves. There's nothing better than I would say like a kid that's maybe been in about, maybe about six months and they've come in with a lot of troubles. And then you've had an amazing day and they give you the biggest hug at night and they'll go into bed and go to sleep and even when they tell you they love you and things you know, it's so special, you know, so special. So I think that's the most rewarding part of the job. You know, having made these bonds and relationships and having days out and them to come home so happy and relaxed, chilled and

14:56 - Interviewer

I'm glad I'm thinking about this thing about what works for these kids, what helps you know what makes a difference and stuff like that? And I suppose one of the questions that comes up for me is how, how do you know? How do you measure that, but it sounds like you're saying that you can, you can see or you can measure in the relationship and the trust and the acceptance are in how they are.

15:21 - Interviewee

I would say that is true. But then you've also got, you've got your kids that have come in and they've maybe been here a few year and you have got a really good relationship, but the will struggle and they will, retaliate to maybe things because you don't know what their memories are. And they can have a really good day but, they maybe hear an advert that's got a wee bit of music that they.. you know, it could be anything. So you can, you can have the best of times and have the best as really good, as good a relationship as you could possibly manage to make with that child... You don't know their past, you probably never know what's went on so...There'll be times when they will struggle, and I think some times that can be so difficult, because you think God, I've had a bleedin good day with you, I spent all my energy all my time, and then you come back, but you've got to realise these, these kids have so many memories grained in there that you don't know, anything that could trigger? You know, it could it could be even a smell of a specific place, or, you know, so sometimes, as the there's just bits of the puzzle, you're never ever going to be, like, complete. You just got to move on. Hopefully, if you're able to speak to the kids and hope if they can confide in you, yeah, that would be amazing. They may not have those words, to confide that. So, so it's just I think It's just understanding that, okay, they're going to have struggles because they wouldn't be here if they wouldn't have struggles. And the best of our knowledge, we can do as much as we can, but, but we might not be able to fix every past trauma, because they might not know, they might not even be able to understand and vocalise what, what these traumas are. So it's that as a part of that, you've got to be a mind reader that I must

17:22 - Interviewer

sound so that might be quite a, that can, you know, as an individual means I would feel quite difficult, you know, you're describing a situation where you maybe have developed a good relationship or you it's difficult for you understand what's going on, you know, that can be quite a tricky thing as a person to have to deal with. Is that something that you get used to overtime? Or the other people help you way? Or?

17:48 - Interviewee

I think it is something that you get used to over time it, there are some traumas with these kids, you know, I've had one not so long ago. And it's a kid that I've got a good relationship with I would Say, and that child just didn't manage one day. And for all intents and purposes, they don't mean to hurt you. But sometimes they do. And sometimes you do, I mean, I've seen me leaving here and crying my heart out all the way home because there's just some things that you would love to be able to fix but you can't Yeah, yeah. And I think you've just got to realise that, you know, just being here is help enough for sometimes. And if you can do more than oh, that would be amazing. You know, but I think you got to realise that you can't always fix something, and we can't always be a fixer but to just be there. And if there was trauma, and there is something happened, just tell the kids okay that was not okay behaviour. I'm here for you. You know, if you want to talk, I'm here so I don't really know. If it's just something that you build up through being here for a wee while, or if it's something that we've got to have in you to begin with

19:19 - Interviewer

some combination or some complex and get over the other structures and processes that go on and [org]. Do they help you to be that kinda, the worker that you're describing that can can be there even though it's challenging and difficult, you know, the training the management team means all of us that work well here?

19:45 -Interviewee

Yeah, well, we all have like debriefing they have like training and they have got well I would say I've got a good relationship with most of the managers and I feel like, if there was something really bothering me. I can go to... Any of them. And offload, sometimes that's all we need maybe, they'll maybe not have the answers cause. But I think we've got such, we've got quite a good staff team. So I think that yeah, if you if you've got struggles that you need a debrief, for even a question as an answered, there's always somebody there that will help you. I don't know if that's part of like, the [org] family as in like the staff group? Because I think what they're not just staff group, with the kids, we're all just... we're like a big extended family.

20:43 – Interviewer

Yeah. I suppose as was the kind of work that as we're your type of a test, safe in an encouraging environment for the kids needs to be replicated? Yeah. Yeah. Trust me. That's why

21:01 - Interviewee

all the staff have done DDP training with [Consultant A] we'll do the development days with [Consultant A] as in Per Bungalow, you know, do things like that, and we'll also have like, group sessions as well. And I think that really helps. Because that's, it's a tool for us with the children, but it's also a tool we use in everyday life, you know, so it can only help we, everybody's practice, if we all understand like, you know, how to act and how to be with each other.

21:33 - Interviewer

And you think that makes a difference in terms of how the staff are we each other. What kinda effects do you think that has, I think

21:42 – Interviewee

it makes, you have more empathy you have, obviously, there's no a single person in this world that hasn't got a backstory, everyone's got a story. And you come to work sometimes, and you leave your story at the door. And sometimes you have these groups, and you end up sharing your stories and you you will get shared somebody else's stories. And it does mean you have a better relationship to each other. Whenever we do like our sessions with [Consultant A] and that and we do it as confidential and as within the room, only share what you you want to share, but sometimes it's good to, to understand the reason why it might be a person got into this role, this role when, you know, why they work maybe that wee bit different from you because not just we're not all going to work the same way. So it, I think it does, it gives you a better understanding of each other and of how you even work yourself.

22:39 - Interviewer

Yeah. Yeah. [Consultant A] gave me an interesting example, you know, that everybody comes in, and they have their own experience of eating dinner with their family, which may be sitting at the table, talking or not talking, or in front of the TV, whoever else you bring, as soon as you bring a how you experience your past experience of being paid, or paid yourself. Equal influence how you feel about this kind of work. You say, you're kinda like a parent sometimes? Yeah.

23:15 - Interviewee

See, that's quite true. What you're saying is like, you know, it's if maybe there's somebody sat on a sofa for their dinner, when they come in here, they'll find it quite hard, because we do try to encourage kids to sit at the table, have a nice conversation. Because it's something I've always done with my kids, so it's not alien to me, but it may feel alien to other people who've maybe been given a meal and sat in front of the television, and they might be not think there's anything wrong, with like the kids doing that and maybe isn't anything wrong with that. But we do like to encourage us all to sit round the table and sometimes that's you get the best chit chat from the kids. Yeah, you know, so?

23:59 - Interviewer

Yes. tea times have been good for me. getting fed is one of the reasons I hang up. TJ. Exactly for that purpose to get somebody that everyday care is a real focal point of the day as a tea time

24:15 - Interviewee

if i do quite enjoy the mostly enjoy the dinner times here.

24:26 - Inerviewer

See everybody together in the one room,

24:29 - Interviewee

Which is a struggle sometimes and we don't always manage it. Yeah. And sometimes we've got to realise it. But you have got five kids and they don't get on all the time. I didn't get on with my wee brothers half the time, so that as a struggle the other it's just a natural family struggle. Yeah. But sometimes there's a bigger struggle with these kids because there's an awful lot of conflict and they can't be together. So some times we do have the two sittings and things but there's still usually a couple of adults, a couple of kids round the table for you have a nice wee conversation

25:04 - Interviewer

yeah just feel familiar sometimes you know yours your setting they just feel except because our two older brothers names to beat me up all the time but you know the back this name and the knowing what buttons to play so that sounds familiar, doesn't it? All right, good.

25:22 - Interviewee

You know, I'm in my later life, well, I'd same in my prime but, I me and my brother who's only a year younger than me. I get a relationship and we could go on holiday and after about four days off each other go back to being squabbling. Just imagine these kids are not only living together they are in the same class at school some of them, and I just find that such a hardship for them because they're getting no break in most of the time there's only three adults and five kids, but even but that's, they're waking up with these kids, they're going to school with these kids for other fun activities are doing as well with the same kid that they maybe that day just don't want nothing to do with but it's like the case of a you go with them or you don't go at all you know at least if you have enough yet, like your brother, you were in a different class at school you will get no effect on at school you could have a different life and your class Yeah, you can't do that. at [org] which must be

26:24 – Interviewer

really hard. Yeah, yeah, it must be tricky for them Yes. Mm hmm something that comes up in my field notes and the groupings and pairings and how gets a match and how that area is where we always don't think kids necessarily knowing what's going on but then actually know exactly what's going on. is very good at knowing what's going on she's good

26:48 - Interviewee

she's she's the eyes Oh it's definitely

26:54 - Interviewer

Yeah, I suppose lots of the characters and different people, children and staff coming together here. So what can I do or it seems to be me nothing is perfect.

27:13 - Interviewee

Oh, I don't think it would ever be perfect and you know those those kids it you've actually had great times with and great relationships with and then they leave here don't ever ever want to speak to you again. And and obviously that hurts a wee bit because you think you've put all the effort and you've you've tried to help this kid you don't know in later life I know there is some have contacted via like the Facebook's and different things now and said you know it was the best time of my life and thank you for helping, it's bound to be such a good feeling for they have, like this person have a memory of you and how you've helped them.

27:55 - Interviewer

Sometimes now I'm actually about to start a new project. The other half of my table approach of looking at a key and I'll have an archive for him young people in case these people because they can go and access the records. But the records are basically you know, on to was deemed nested in that there's nothing actually we could do for two years. Yes, life and the dead destinate quite a bit relationship, you know, the other children in the community. So just a bit to start at some testing that that's, that's come up? What if What if then, how do you see that in this moving on here at [ORG], you know, in terms of what kind of things do you think will happen what kind of developments do you think? What kind of changes do you think will come in the future, either ones that you think should harm or ones you think are gonna harm because you can kind of feel them in the horizon.

28:52 - Interviewee

We're getting a secondary unit which will be quite stable for some of the children because I know that from previous key children and that you have them for like three,four years,, like this 234 years. And then they get to a certain age where they need high school, they have to move on from here and it's a... That is such a shame because we're all they have known, they've had the school here, they've had their life here, you know that we are like that extended families and then one day it's like, you're 13 No, you need to high school you have to leave Yeah, I think that's so traumatic. I mean, that's just giving them more trauma. Yeah. Because they'll just come in like that, a social worker will come one day, they'll maybe have a LAC review - 'oh right, you'll be moving on to soon' yeah, and they try to break down relationships they hate you they don't want anything to do with you because they're trying to protect themself from feeling hurt that they're getting miss you and that they're gonna miss the place and it's bound to be so traumatic. So I think having a secondary unit, we can follow on that. You know, and don't have to leave. They don't have to go anywhere. They can. They can I know like now, we have a we can keep them together. I think they're 18 as long as we get them before they're 12, but if you've had a kid, we've had plenty kids from like five, six year old and, by the time they come 12, they've got to move on and that's that is horrible. Yeah, yeah you know there's no 12 year old should have to get put out their, where they live their life their family their school, just because of their age and that's what happens here. Yeah. And I don't mean just [org] I mean, in residential Yeah, so be so good to have a second unit that we can keep the staff you know, that we can have that alright it will be outwith this little

area. We have transition but not quite as horrific as everyone and everything you know, change and on that one day of packing up your bags and moving to a different place. Because that's it's, it's a real downfall of residential care. Well, I feel it is anyway, I think it's horrific for these kids and it's horrific for them for their schooling for their emotional state for general. It's a different room is a different noise is different people it's different dinners. You know, it's everything the full life changes in one day

31:20 - Interviewer

Yeah, and just at the time becoming conscious of things. Yeah, just sit on the stage in their life. Yeah,

31:30 - Interviewee

And Okay, so if they're moving into our secondary unit that will be a different place. But they'll still have the same people because we'll be going from campus to campus they'll still have you know, activities, Yeah, they can still have the same relationships. Yeah, you know, and I think that will make such a difference.

31:49 - Interviewer

So that's interesting. So I suppose by identifying that that's an issue, there's something in there in terms of what works is stability over time for these kids to be able to have to put down roots Yeah,

32:02 - Interviewee

yeah.

32:07 - Interviewer

So that's an interesting property What about anything anything else that you'd like to see that's that would be to change that would be different

32:14 – Interviewee

I think our bungalows, the houses, the kids houses, they could do with modernisation know we could we could do with like the kids having their own wee bathrooms and things because these kids need their privacy, the don't always, I mean obviously they lock the doors and things we do get the privacy but you know it's maybe not OK to go in the bathroom after someone else has been in there like you know then I would see like I'd say the staff need more training, and I know myself like I'm rubbish with x boxes and wifi things and there is some staff that are amazing with that so that which is a good combination as well yeah because obviously these kids are just like any other kids. They want to be sitting on their x box, they want to be want on a phone or a tablet and communicate with whoever they want and I understand that they can't always allow that because these kids, some of them depending on what the circumstances have been, need shielded from people that they can access through them, but we need to move on with the times and allowing them some sort of like individuality like internet and things, we have got to let them, because come a few years when they're out of here, they're gonna do it anyway Yeah. Maybe an opportunity to keep them safe and take them and show them how to work it properly

33:56 - Interviewer

You know, that interesting that you talk again like tune in or xbox and things like that because one of the things that I've been thinking a lot about is play a bit with with children tell you they need to challenge you look to play that day that's that's the nature childhood I suppose. There's an interesting thing where they're like varying degrees [sometimes they want to you be involved in play and sometimes just to watch them play]

Which I thought they're gonna be interesting in other things, you want to be involved but they won't be direct. And then other times we want you to donate stuff the grounds via sometimes not. So I'm just wondering, sorry, I'm giving you less or less long winded explanation, but you want training so that you can be involved in the play. Yeah. You can actually be the person that's involved in a thing that they're interested in? YEAH that's interesting because In terms of relationships, just generally rather human beings you know if you're able a enjoy your time together and [inaudible] relationship, yeah. And I think that probably is bring this full circle in the first thing you've ever watched. It's about relationships. And how do they work to get my main gun off and definitely

35:20 - Interviewee

will never had a magic wand and make it work.

35:25 - Interviewer

Because I had I had an experience here, [details play situation with two of the children] It was about spending time together, time and riches or enjoy a seven year old, a 14 year old and a 43 year old enjoying each other. There's something then for me anyway, I don't know. I just feel like there's something I'm not

36:23 - Interviewee

There definitely is an sometimes like, it's so sporadic, like you can maybe they'll come in from school having struggled to come up from school. But the minute they come in, they're like, Alright, that's done. Can you please come on? Let's go and this. And the next thing you've got, like half the campus all playing and it's like, it's amazing. You know, but you couldn't, you couldn’t plan that, you know, it's just, you just got to go with the flow sometimes. And sometimes you've got to take those wee risks, like there'll be some staff, 'oh she can't play with him' and Obviously there are reasons why some of our kids can't play with other kids, but sometimes you just got to go. So I've got my eye on that. And I'm understanding that they can, lets you see how that goes. Yeah, because to give them half an hour of positive time is so much better than spending two hours telling them why they can't play together. Yeah. Now I do understand, obviously, like that risk assessments and that but I also think, you know, they're kids. You know, they are kids. And we do have to sometimes take that wee risk that, alright...it might not go as we planned. But you know, if we can get a half hour of enjoyment, rather than two hours of fights and squabbles, then it'd be so much better. So sometimes you've just got to bite the bullet and take that wee risk. And

37:53 - Interviewer

that's an interesting point about short bursts, because this actually, from my observations, there's a lot of joy here. And a lot of laughing and there's no other day there's life. But yeah, I'm wondering, yeah, I suppose if you're dealing with some of the extreme behaviours, and then you get away, but are good stuff in reverse back a bit whether it's how easy is it to keep that focus on but we still have that half hour? That's good. I know, loads of half hours. And they are.

38:21 - Interviewee

Yeah, definitely, you know, and it's good to actually end it, like, I sporadically you've maybe got like your [one of the children] maybe playing with [one of the children] like, you wouldn't, and [one of the children]. Say, he wouldn't put them together, you wouldn't plan to put them together. But if that was to happen, and you had 20 minutes, of good play, because you're always thinking ahead. Like, how can I plan for this to end? Well, yeah, because it's better to end it well. And have something for them to move on to, so I'll maybe say come on we'll go to the shop, you know, we've had a good time. But come on, we can try and end it well, so that you know that it's not going to end with them up a tree, and I'm running away. You know, so I feel like you're always Forward Forward planning, even when you're having the good times with them it's like making sure it's ending good because there's nothing worse than that. Last wee, you've had an amazing half hour, but that last wee three minutes. Yeah. So and that's what the rest of the staff will be talking about.

39:26 - Interviewer

Yeah. And then they've never together again. Yeah.

39:33 – Interviewee

It's just ludicrous because they have to live in this campus together and Okay, it's not always the thing to do, but if they're having that wee twenty minutes half hour, and they are enjoying each other's company. Just have some positive to try and transitions.

39:50 - Interviewer

A lot for me. You see me manage transitions here a lot, you know, when they're coming home for school when it's getting teatime. So there's quite a lot or it seems to me circling as I know it's eight observer. And there's a lot you have to try. Well, I thought it changes. Yeah, obviously. Sure.

40:08 - Interviewee

Yeah. You've got to be quite quick thinking as well. Yeah. And it's not something I'm very good at. I will see likes of, maybe like, [one of the staff] has been here for so many years and [one of the staff] who've been here for so long that they can instantly just like I can, I can spot something here. So I think there's something in those Woods there, to take a couple of the kids away from that situation because they know that something else is going on. Yeah. Some of the kids are amazing at is clyping Yeah. Oh so, see me when we were playing tig earlier, They've said that they're going to run away, when we were playing hide and seek and things. So it is it's just always being on the ball. But still trying to appear that you're having. Yeah, and usually having as much fun as you can. But you're always you're in the game, but your mind is also out of the game.

41:13 - Interviewer

Yeah. Trying to ride two horses at the same time. Yeah. usually

41:22 - Interviewee

don't often have.

41:24 - Interviewer

Yeah. And that's not so entertaining. But we're just going to check it and see you in terms of the stuff. Do you think that do you think that people at [ORG] generally would have the same views as your but these kinds of things or do you think there's a difference is there

41:42 - Interviewee

I think we would all have different views really is I can't really speak for anyone else. I don't know. I've never really thought about that. I think we would all have different views. I would like to think that outcomes would all be, to give these kids as Much love and affection. You know, calmness but fun and you know, all the experiences you know, every child deserves

42:18 - Interviewer

Yeah. Good. So, let me put this off. That's good. Yeah, at least I limit