

01 Background



Supervision of staff is essential in safeguarding children. It is particularly important in cases where families are resistant or non-engaging, where it is easy for professionals to lose their objectivity.

Working Together 2015, the statutory guidance, states: "Organisations should have in place arrangements that reflect the importance of safeguarding and promoting the welfare of children, including:(...)

Appropriate supervision and support for staff, including undertaking safeguarding training" (WT2015:53)

Why it matters 02



Good quality supervision can help to:

- Keep a focus on the child
- Avoid drift, by ensuring there is an outcome focused plan for the child and family
- Maintain a degree of objectivity and challenge fixed views
- Test and assess the evidence base for assessment and decisions
- Address the emotional impact of work
- Clarify role expectations
- Identify learning needs
- Help to ensure that practice is soundly based and consistent with LSCB and organisational procedures

07

Questions

Do we cover the four functions in our supervision?

Do we always discuss hostile and uncooperative families in supervision?

How can we improve supervision?

06



What to do

Ensure that supervision is

- Regular
- Recorded
- Based on a clear contract
- Conducted to an agreed agenda
- Of good quality
- Centred on children's welfare

03



Information

Supervision is a process by which one worker is given responsibility by the organisation to work with another worker(s) in order to meet certain organisational, professional and personal objectives which together promote



Supervision Principles

04

the best outcomes for service users.

The four key functions of supervision are:

1. Management (ensuring competent and accountable performance/practice);
2. Development (continuing professional development);
3. Support (supportive/restorative function); and
4. Engagement/mediation (engaging the individual with the organisation)

supervision and case files/records audited systematically by the responsible manager.

All agencies which have operational responsibility for safeguarding children must have an agreed policy, which defines minimum levels of formal supervision for those staff that are accountable for safeguarding children.



05

All Safeguarding children cases must be regularly discussed in