

Durham

Safeguarding Children Partnership



Multi-Agency Reflective Supervision Guidance

April 2025



Guidance
document

Why is it needed?

Recent audits and improvement work tells us that the recommended multi-agency reflective supervisions aren't taking place and there isn't an avenue for practitioners to reflect as a multi-agency team especially in the most complex and challenging of cases where practitioners can become 'stuck'

Purpose

We use reflective supervision to explore themes, get help from our colleagues when we are feeling stuck in relation to a family, or as an opportunity to reflect on practice and identify learning. Reflective supervision provides a safe reflective space for us to slow down our thinking and consider how we can use a strengths-based, relational approach in our work with children and families to help us become 'unstuck'. It supports practitioners to have curiosity and to reflect on their work with a child/ young person and family.

Durham Children's Social Care use the Signs of Safety practice model for group supervisions, and this can be a useful model when facilitating a reflective supervision, however there are other models such as Appreciative Enquiry, Solution Circles and Systemic Reflection, are options to consider. The model will depend on what the worker wants to get out of the session, so it could be one that uses tools from signs of safety, or it might be more of a reflective space, depending on what would work best.

Any practitioner can suggest a child/family for discussion, with the agreement of the multi-agency team, a facilitator must be identified and there must be sufficient buy in from the whole multi-agency group who will be invited to attend.

Reflective supervisions should not be used to make threshold decisions or case manage.

The guiding principles are:

- Growth and an open mindset
- Reflective discussion and curiosity
- We might critique the idea but not the person - respect and kindness is paramount
- Listening, scaffolding, hearing, and reflecting
- Remembering that each agency will have a unique perspective and something valuable to bring, we will aim to listen and respect others practice experience.
- We will pay attention to Social Graces and the power and authority we hold as professionals
- A brief summary of the discussion will be provided by the facilitator for each agency to record on their systems, alongside any personal reflections. The family should be updated on the purpose and outcome of the meeting, using the principle of 'nothing about us without us', as this beautiful thinking will inform planning with the family moving forward

What is the goal?

These reflective spaces are outside of the risk and case management process and the purpose is to create curiosity and reflection and to enable all parties to feel heard. It may inform and guide practice moving forward, and some evidence-based tools, approaches or actions may be suggested following the session to progress and drive the plan.

The meeting will offer all partners the opportunity to feel heard and create a shared understanding of the different processes or structure within each service.

Resources and tools to support multi-agency reflective supervisions

The partner organisation requesting and facilitating the reflective group supervision can use their own practice model. Consideration should be given to requesting an independent person within your organisation to act as the facilitator for the meeting.

If the case is open to Early Help, then there is a monthly Reflective Group Supervision session, where any child/family can be discussed.

- To request a Reflective Group Supervision through [Early Help](#) hub manager.

[Tier 1 Childrens Safeguarding Information Sharing Agreement](#)

[Working together to safeguard children 2023](#)

[DfE non statutory information sharing advice for practitioners providing safeguarding services for children, young people, parents and carers \(publishing.service.gov.uk\)](#)

Group Supervision: [DCC Signs of Safety templates](#)

Group Supervision: [Solution Circle briefing](#)