

GOOD SUPERVISION

Effective supervision will make a difference to children, young people and families as well as to YOU as a professional.

CASE SUPERVISION

- Frequent
- Uninterrupted
- Rearranged quickly if cancelled
- Planned for in advance by Supervisee and Supervisor
- Supportive and challenging
- Well recorded with SMART actions on LCS- clear timescales
- Reviews progress of agreed actions with focus on outcomes and impact
- Allows for reflective case discussion
- Gives guidance and direction
- Provides opportunity for praise and celebration of achievement
- Managers can keep up to date with planning for children, young people, families and foster carers to prevent drift.

WELFARE SUPERVISION

- Personal health and wellbeing
- Individual needs
- Annual Leave/Flexi/ Agile Working
- Impact of workload
- Training and development – experience, needs, mandatory compliance
- Learning from audit /compliments /complaints/child, family, partner feedback feedback/observation
- Individual performance; progression opportunities
- Review of Personal Development Review (PDR)
- Council news and opportunities for engagement with staff groups
- Team/ Service development; impact of change
- Accurate, signed, dated and stored

ASK YOURSELF

Have you got dates for supervision over the next 12 months in your diary?
Do you have a supervision agreement?

Has supervision encouraged you to think of different ways of working? Given you space to reflect, test hypothesis and critically analyse plans and decisions?

ASK YOURSELF

Why this plan? What are we doing, what are we not doing? What has been done well?

Ultimately, has supervision helped you to drive children's plans forward and improved outcomes for them and their family? If not, can we try something else?

Has supervision helped you to develop professionally? Has it increased your confidence? Made you feel valued, cared for, supported, challenged?

As a Supervisor, you are a Practice Leader... Supervision should allow you to gain a SUPER VISION of our children and young people.