

Supervision Standards in Children's Safeguarding Guidance for Partners and Practitioners

Supervision Standards	Criteria
<p><u>Standard 1</u> All staff are provided with formal and regular supervision.</p>	<p>Criteria:</p> <ul style="list-style-type: none"> • Practitioners receive formal monthly supervision. • A supervision session can last on average between one and a half to two hours.
<p><u>Standard 2</u> Supervision is arranged and conducted in such a way as to permit proper reflection and discussion.</p>	<p>Criteria:</p> <ul style="list-style-type: none"> • Supervision is not subject to cancellation and is only postponed in exceptional circumstances. Any postponed session is reconvened at the earliest opportunity. • Supervision takes place in an environment which affords privacy and where arrangements have been made to avoid interruptions.
<p><u>Standard 3</u> All supervisory relationships are subject to a written agreement to be drawn up within the first six weeks of the start of the relationship.</p>	<p>Criteria: The agreement should address:</p> <ul style="list-style-type: none"> • Respective roles and responsibilities. • The frequency of supervision. • How the supervision sessions are to be recorded.
<p><u>Standard 4</u> Supervision is a planned and purposeful activity.</p>	<p>Criteria:</p> <ul style="list-style-type: none"> • Both supervisor and supervisee prepare for the supervision by identifying issues to be addressed. • An agenda should be drawn up in advance of any supervision meeting and both supervisor and supervisee may contribute to this. • Decisions made at the previous supervision meeting are reviewed to ensure actions have been taken.
<p><u>Standard 5</u> All supervision sessions should be recorded promptly, competently and stored properly.</p>	<p>Criteria:</p> <ul style="list-style-type: none"> • All records relating to cases are recorded on the relevant file/pro forma by the supervisee, signed by the supervisor other than in exceptional circumstances in 10 working days.

<p><u>Standard 6</u> Supervisors and supervisees are trained to carry out their role.</p>	<p>Criteria:</p> <ul style="list-style-type: none"> • Induction of all staff addresses the supervision policy and standards. • Supervisors attend a designated supervision course within 6 months of taking up their supervisory/management post. • Refresher training is available to supervisors.
<p><u>Standard 7</u> The supervisor ensures that the management (competent, accountable performance) function is met.</p>	<p>Criteria: Supervision meets this function by ensuring that:</p> <ul style="list-style-type: none"> • Agency policies and procedures are understood and adhered to. • The supervisee’s workload is managed and priorities are set. • Work is allocated according to the experience and skill of the practitioner. • Case recording are of the requisite standard and reflect the experience of the child and the steps taken to include the voice of the child. • When the child/young person is able to express their experience, views wishes and feelings, these are to be recorded. • When a child/young person is unable to express their views directly through age, disability or other factors, this should be fully reflected in the records. • The needs, voice of the child and desirable outcomes of service users are understood; and risks are identified and countered.
<p><u>Standard 8</u> The supervisor ensures that the continuing professional development function set by a governing body is met.</p>	<p>Criteria: Supervision addresses this function by:</p> <ul style="list-style-type: none"> • Helping staff to develop their professional competence. • Enabling staff to relate theory and research to practice. • Assessing training and development needs.
<p><u>Standard 9</u> The supervisor ensures the support function is met.</p>	<p>Criteria: Supervision addresses this function by:</p> <ul style="list-style-type: none"> • Enabling staff to cope with the stresses that the work entails. • Offering advice on help available to cope with stress and personal issues. • Creating a safe climate for workers to examine their practice.
<p><u>Standard 10</u> The supervisor ensures the engagement (of the individual</p>	<p>Criteria: Supervision addresses this function by:</p> <ul style="list-style-type: none"> • Communicating effectively with staff about organisational

<p>with the organisation) function is met.</p>	<p>changes and initiatives.</p> <ul style="list-style-type: none"> • Briefing management about resource deficits. • Representing staff needs to management.
<p><u>Standard 11</u> Supervision promotes a commitment to diversity in all aspects of work (i.e. that all children and families are entitled to the same quality of service irrespective of ethnicity, language, gender, age, disability or sexual orientation).</p>	<p>Criteria: Supervision addresses this function by ensuring that:</p> <ul style="list-style-type: none"> • All assessments, plans and interventions address the implications of the child's ethnicity. • The potential vulnerabilities of specific children e.g. disabled are identified and countered. • Discrimination that children may experience is acknowledged and, in so far as possible, countered by service provision.
<p><u>Standard 12</u> Managers assure the quality of supervision.</p>	<p>Criteria:</p> <ul style="list-style-type: none"> • If any functions of supervision are undertaken by a third party, the line manager coordinates the process and ensures effective communication.
<p><u>Standard 13</u> Dealing with disagreement</p>	<p>Criteria:</p> <ul style="list-style-type: none"> • Disagreements or concerns should be raised and efforts made to reach a resolution within the supervision setting.