

Supervision Policy



Review schedule	Every three years
Last review	April 2025
Next review due	April 2028
Owner	Karen Martin

Purpose

Supervision is a critical business process which enables staff and volunteers to undertake their roles effectively and safely. Staff supervisions and appraisals give opportunities to discuss welfare concerns and any professional development needs required to fulfil safeguarding responsibilities. Staff supervision contributes to organisational accountability and quality governance, ensuring that services are delivered safely, effectively and in line with statutory requirements promoting good practice and learning.

This policy sets out the requirements for supervision and provides guidance, which must be followed, to the implementation of supervision.

Definitions and Key Concepts

Supervision is a two-way process which is defined as “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” (Tony Morrison, 2001). Research indicates that there is a strong link between the quality of supervision and outcomes for children, including safeguarding and protection of children.

The purpose of supervision includes: accountability; staff development; case review and work planning; reviewing of objectives; reflection on practice; feedback on performance; health and well-being.

Supervision can be:

- Provided in house (from within SELFA)
- Provided by an external agency
- Individual
- In a group
- By telephone, video conferencing or other technologies
- From a line manager
- Provided by someone other than the line manager, this includes peer supervision
- Clinical (to meet professional or regulatory standards).

Clinical supervision may be required for staff working within specific contractual roles delivering 1:1 sessions. It can be described as a face-to-face purposeful conversation where practitioners take time to reflect on their practice through the process of reflection and identify personal learning/action for change moving forward. The process of clinical supervision aims to support and challenge practice and has a part to play, in sharing of good practice and identification of learning needs. Clinical supervision is a non-managerial clinical supervisee led

process. It is separate from line management, one to one meetings, or managerial supervision, child protection/adult protection supervision, and appraisal.

If any safeguarding or other concerns arise during these activities, they must be reported immediately to the SELFA DSL, Karen Martin by the person leading the activity or the participants if the concerns involve the leader.