



## Introduction

Working to ensure children are protected from harm requires sound professional judgements. It can be demanding and distressing work. It is essential that staff involved in this work have access to immediate advice and a systematic process of supervision to review this work.

## Definition of Supervision

"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 the best outcomes for service users". (Morrison 2005, adapted from Harries 1987, Richards and Payne 1990 and Butterworth and Faugier 1994). On some occasions - e.g. enquiries about complex abuse or allegations against colleagues, agencies should consider the provision of additional individual or group staff support.

Child protection supervision is an opportunity to develop practice and achieve high standards of care. It should also promote a high level of collaboration and cooperation within and between agencies so that the child's needs for protection are met.

## Supervision Principles for LSCB agencies

This statement of core principles for child protection supervision has been designed to help agencies consider what needs to be in place to deliver effective child protection supervision. Supervision provided within agencies will vary, these core principles are designed to indicate features of child protection supervision that the LSCB has identified as being desirable for all services.

The core principles are:

1. Supervision is a meeting that provides staff with the opportunity to reflect upon their work and decision making in relation to child protection and safeguarding concerns
2. Each agency should have a written policy for supervision that is known to and used by all staff

3. All staff should have access to appropriate advice and support to deal with any immediate child protection issues.
4. The child should remain the focus of the supervision session
5. All staff who work with children and families should have regular supervision from an identified person to develop their skills to promote best practice
6. A formal record of supervision sessions should be made for each party.
7. Supervision should support and reflect the stresses created by child protection work
8. Supervision will include a focus on the inter-agency aspects of child protection work including the ability to challenge other agencies or professionals.
9. The child protection supervision session should have identified protected time
10. The over-riding principle for supervision is to promote and maintain best practice, continuously striving to improve it

Agencies should annually review the implementation and effectiveness of their supervision and practice.