

POLICY FOR SAFEGUARDING SUPERVISION

Date of policy: June 2020

Developed by: Head of Safeguarding

**Ratified at: Safeguarding and Clinical
Governance Committee**

Date of next review: June 2022

Southfields
Multi-Academy
TRUST



Southfields
Academy



Linden Lodge
School
A Specialist Sensory & Physical College

Context

Linden Lodge School is committed to ensuring that all staff members have access to safeguarding supervision. It will be the overall responsibility of the head of safeguarding to ensure that this is effectively managed, supported and developed throughout the whole organisation including Wandsworth Sensory Service.

Aims

- To establish a clear policy on safeguarding supervision for all staff
- To ensure safe practice of staff to enable children and young people in our care and education to be safeguarded.

Expected Outcomes on safeguarding supervision

- Ensure the 'voice of the child' is heard with a focus on positive outcomes for children are at the centre of our work in relation to safeguarding.
- Ensure appropriate standards of support, personal and professional development needs and performance are consistently managed.
- Ensure all staff receive regular supervision with appropriate guidance and direction.
- Provide specialist guidance and advice in relation to all child protection matters.
- Ensure practitioners take proactive approach to child protection and a suitable reactive approach to instances of suspected or actual child abuse.
- Encourage reflective practice and promote personal and professional development in relation to working with families.
- Identify any area of practice that needs to be changed and implemented as a result of supervision.
- Learn from colleagues good areas of practice and recognise aspects of practice which need improvement.
- Reflect on feelings and attitudes discussed.

Purpose of safeguarding supervision

1. Normative- management of safeguarding cases.
2. Formative – education and updating.
3. Restorative – support

Reflective Supervision

Encouraging reflective practice is an important aspect of supervision enabling staff to question their practice, reflecting on the effectiveness of their interventions and involvements to consider the impact of their intervention and how they might do things differently in the future.

Frequency

Safeguarding supervision will be held termly and led by head of safeguarding.

Recording supervision

Recording supervision is the responsibility of both parties.

Please see contract (Appendix 1)

Appendix 1

Supervision Contract

Supervision Contract (For School/Residential/Wandsworth Sensory Support Service/Therapies)

As supervisee and supervisor, we agree to:

Work together to facilitate in-depth reflection on issues affecting practice, so developing both personal and professionally, to develop a high level of clinical expertise.

Meet every term to discuss professional issues.

Ensure Supervision is given protected time by keeping to agreed appointments and time boundaries.

Ensure that privacy will be respected and interruptions avoided.

Work to the staff members' agenda, however, the supervisor reserves the right to highlight items omitted or unnoticed by the supervisee.

Work respectfully, both of us being open to feedback about how we manage the Supervision sessions.

Challenge aspects of this contract as necessary.

Keep a copy of the relevant Supervision forms for audit purposes.

As a supervisee I agree to:

Prepare for the sessions by regularly reviewing and policies and procedures and any issues that need addressing with preparatory notes as necessary.

Carry out the actions agreed at the Supervision Session.

As a Supervisor I agree to:

Keep all information we shared in the Supervision sessions confidential, apart from these exceptions:

- You repeatedly fail to attend sessions.
- You describe unsafe, unethical or illegal practice that you are unwilling to address through the appropriate procedures.

As supervisor I will address these issues and support you to deal with the issue directly if it is within my professional scope.

If I remain concerned, as supervisor I will inform you of my intention prior to me escalating the matter.

Work to protect your confidentiality all times, breaking confidentiality only when absolutely necessary and in the best interest of the child.

Ensure that management supervision will not be part of the Safeguarding Children Supervision session.

Offer you advice, support and if necessary, challenge you to reflect in depth on issues affecting your practice.

Be committed to continually developing myself as a practicing professional.

Use my own clinical supervision to support and develop my abilities as a Supervisor and practitioner.

Context and Process Issues	
Issues	
Frequency of meetings	
Time of session/s	
Duration of session	
Venue	
Any other issues	
Actions	
Review date	