

## Safeguarding Children's Partnership Supervision Practice Principles- May 2023

The supervision Best Practice Principles have been devised as a result of our JTAI inspection in July 2022 to create a set of principles that share a vision that all partners agree are best practice in relation to the supervision of the workforce in all organisations across the partnership.

Effective supervision provides a space for workers to reflect on their own practice, as well as develop knowledge and skills. Supervision is a key aspect in creating a culture of learning within an organisation to enable learning to influence and improve practice.

Our workforce is our most valuable resource and supervision plays a key role in supporting the delivery of high-quality care and support to our communities.

The delivery of supervision may be different in organisations across the partnership dependant on the type of work activity being undertaken, however the broad approach of supervision is fundamental in how managers manage their staff, and support improvement in practice and management oversight.

The components to support the supervisory relationship should be:-

- Mutual respect
- A shared understanding of purpose of the sessions
- Sharing and enhancing knowledge and skills to support professional development
- Regular, based on needs of the service and individuals
- Protected time and space that is private and confidential.
- Accessible to all

Effective supervisory relationships allow the workforce to develop personally and professionally through trusting and honest relationships based on accountability and empathy.

Relationships should be emotionally supportive but provide challenge that enables the workforce to reflect on their practice and on the needs of the people who access our services.

Supervision is an important aspect of the work that we are involved in because it offers a formal process to outline expected standards and set personal objectives to ensure that staff adhere to the organisation's expectations.