**Management and Supervision Frequency**

One of the key service improvement areas in Children’s Social Care, including Family First is to strengthen management oversight and the quality of supervision. Looking at the outcomes of our case audits or reviews the area of management and supervision  is the most important aspect that will often  determine the overall quality of practice. Audits that have been judged good or outstanding the area of management and supervision has been strong. Likewise, audits with judgements of RI or inadequate the management and supervision is weak. If practice is going to be considered ‘ consistently good’ then this is only going to be achieved by having strong management and supervision.

In order to strengthen management and supervision there has been investment in training for frontline managers and the introduction of  additional posts in the structure. We now have additional team manager posts in Fostering, Leaving Care  and temporary posts in Child Protection and Shield. The three additional service manager posts that are now being recruited to will also support this. I know some managers will  have attended the Firstline programme and bespoke supervision training provided by Research in Practice. There has also been the recent Action Leaning Sets delivered by Tracey Newcomb and five managers are due to attend the ADCS training on ‘defensible decision making’.

Feedback from managers and trainers, along with learning from audits is the inconsistency in the frequency of supervision for case management.  On this basis, detailed below is requirements for supervision linked primarily to the status of a case. However, these are  minimum requirements, as such managers need to make informed decisions about whether it should be higher for individual cases dependent on the level of risks or what is happening to a child. What is important, is that managers demonstrate management oversight, including decision making, rationale and reflection.

We do understand that supervision in the current context is not without its challenges and that managers are committed to supporting staff at this time alongside ensuring quality practice.  We do appreciate your efforts in this regard.

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| **Case Status** | **Supervision Frequency** |
| **Early Help (Family First)** | Once every 2 months |
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| **Children in Need** | Once every 2 months |
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| **Child Protection** | Once every 2 months  Placement with Parents – Monthly  Cases in pre proceedings – Monthly  *Managers to take an informed decision where more regular supervision may be needed at key points.* |
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| **Children Looked After  (placement type)** |  |
| **Residential** | Monthly for first three months in new placement.  Child in stable residential placement – every 3 monthly.  Child in residential placement but permanence plan not fully implemented – 2 monthly. |
| **Foster care** | Monthly for first three months in new placement.  Child in stable permanent foster placement – every 3 monthly.  Child in foster placement but permanence plan not fully implemented – 2 monthly |
| **Children subject to Placement with Parents** | Monthly |
| **Children subject to Public Law Proceedings** | Monthly |
| **Placed for adoption** | Monthly |