**Record of practice observation**

**Date of observation:**

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| --- | --- | --- | --- | --- |
| **Name of member of staff:** |  | **Job Title:** |  | |
| **Name of practice observer:** |  | **Job Title:** |  | |
| **Type of observation please specify:**  For e.g. a visit (type), meeting (type), panel (type), supervision (type) | | | |  |

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| **Relationship building – empathy, collaboration and autonomy**  Questions to consider:   * Does the practitioner acknowledge ad explore emotional responses of the family? * Do they adapt their communication to the needs of the family? * Do they communicate to the family that they have choices whilst at the same time explore positive and negative consequences of decisions and behaviours? * Do they invite dialogue with the family about their experience of interacting with them? * Do they take account of difference, diversity and power? * Do they provide feedback to the family and share their thinking? * Do they seek to understand the family’s perspective and attend to the social graces? | |
| What did the practitioner do well? | What could the practitioner improve? |
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| **What needs to change – clarity about concern, focus on the child, and purposefulness**  Questions to consider:   * Can the practitioner explain what they hope to achieve from the interaction with the family? * Is there a clear structure to the interaction? Is it clear to the family? * Are they transparent about issues they are worried about and why? * Do they check the family’s understanding of the concerns and what needs to change? * How do they negotiate access into and around the home? * Do they explore the child’s thoughts and feelings with the family? * Can they challenge the family about impact of particular behaviours on the child? * Do they explore the family’s resources and strengths? | |
| What did the practitioner do well? | What could the practitioner improve? |
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| **Evocation – building the intrinsic motivation of parents to make changes**  Questions to consider:   * Does the practitioner explain if they are more or less worried as a result of the interaction with family? * Do they explain what is going to happen next and why? * Do they summarise their thinking with the family at the end of the visit? * Can they respond flexibly if new information emerges that needs to take priority, or suggest the Interaction needs to take a different course? * Can the family see how this interaction aligns with the overall plan of work? * Do they communicate verbally and non-verbally with children/young people if they are present? * How do they use toys, drawing/craft activities or specialist tools for working with children that takes account of their levels of development? | |
| What did the practitioner do well? | What could the practitioner improve? |
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| **Any other feedback?** | |
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| **What did the people observed tell you about practice?** | |
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| **Date feedback shared with practitioner** | **Date feedback shared with supervisor** |
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For collation of findings from practice observations this template can be completed in an electronic form which can be found [here](https://forms.office.com/Pages/ResponsePage.aspx?id=rPXT2QP4vkmUnxSnB010p3tP9neqKw5Pl4vyRWftsKFURTNPTjEzU1hNTzk3UUtORkI3RDRHNDNONy4u)