# Supervision Agreement

# Service Team

Supervisor: supervisee:

# Frequency

Supervision will be held every 4 weeks and on going.

If either one cannot keep the supervision time for any reason, it is their responsibility to alert the other person of the need to re-book supervision at an agreed time. This should be done as early as possible to ensure that supervision is not delayed.

# Anti-oppressive and anti-racist practice

Attention should be paid to the supervisor/supervisee relationship and social graces. Supervision must recognise diversity, challenge inequality and racism and supervisors must take active steps to provide an inclusive environment for supervision. Through valuing diversity between supervisor and supervisee and in practice with families we recognise that people bring different ideas, histories, knowledge and culture and this difference brings great strengths which enriches our work.

# The Content of Supervision

Supervision of practice with children and families supports our core value that a family is the best place for a child to thrive, develop and meet their potential. Personal supervision attends to staff wellbeing and development.

Supervisors should review Wandsworth Supervision Policy in the introductory session so that both the supervisor and supervisee are clear about expectations.

Supervision of practice and personal supervision should be help separately to ensure that there is sufficient time and focus for each.

Preparation for supervision

Below is a list of tasks that may be required prior to supervision. Managers and supervisors should agree on the most appropriate tasks and record in this agreement;

* Managers & Supervisees to co-construct the supervision agenda
* The case supervision template to be used when practice when children and families is discussed in supervision
* The personal supervision template to be used for staff supervision

Dealing with Disagreements

Given that people's experiences and views may differ, disagreements may arise in the supervisory relationship. It is essential that these different points of view are openly explored and acknowledged. If they cannot be resolved, it is important that such differences in view be recorded and escalated to a more senior Manager if not resolved.

Recording and storing of supervision records

Supervision meeting and records are confidential within the boundaries of organisational accountability. Both in terms of professional confidentiality and the principles of GDPR access to information about families who use our services should be restricted to those with appropriate organisational responsibility**.**

Practice supervision should be recorded by the manager in the child or young person’s electronic social care record known as Mosaic.

Personal supervision should be recorded in the secure children’s Services supervision folders. These folders are locked so that records can only be viewed by the supervisor and senior managers. Should the line manager change then the incoming line manager will have access to previous staff supervision records.

# Signatures

Supervisor

Supervisee

Date: …………………………………..