****

**Group Supervision**

Group supervision promotes a learning culture in teams and organisations. It is important that the group meets regularly, has a clear agenda, is well facilitated, and follows the agreed structure of a brief case presentation followed by reflective, analytical and challenging questioning from the group. The aim of group supervision is to help practitioners, through a brief case presentation and an approach of ‘appreciative inquiry’, to develop their reflective and analytic thinking. Social workers benefit through the sharing of their practice, reflecting on and through the work of peers, feedback and creative ideas, and they gain a greater understanding of theirs and others’ practice.

**Key Principles for Group Supervision**

1. Building a team commitment to critical and reflective thinking, through regular and prioritised group sessions.
2. The group is comprised of a first line manager and the staff they supervise.
3. The Supervision Group will meet at different frequencies depending on the needs of the team.
4. Group supervision focuses on practice issues, what is working and what is not working well. Individual practitioner issues are discussed in 1:1 supervision with a manager.
5. 2 or 3 social workers prepare a brief overview of a case prior to the session using the same mapping template (Headline Points of the Case + Genogram).
6. Using the mapping tool cases are reflectively discussed in the session. The facilitator (either the manager, Advanced Practitioner or other social worker as agreed) does not need to prepare for the session - just book a room and keep the group on task.
7. The mapping tool can be completed by hand and then scanned into the child’s Wisdom file, with a note in LL case notes to indicate the supervision has taken place.

**Getting started**

Several teams are already using group supervision. This guidance is to help build on what is already happening and ensure a consistent approach across the department. You can start using this method straightaway. Book sessions now, as we know that everyone is busy but also because social workers who have been using group supervision in LBE have said how much they benefit from it.