**Reflections on the supervision you offer/receive including the support and challenge you provide to carers**

**Methods**

Suitable for self-directed learning or reflection with a colleague or supervisor.

Learning Outcome

Review the supervision you offer/receive and identify actions you can take to improve it.

**Time Required:** 45 minutes

**Process**

Thinking of your current approach, answer the following questions.

* What proportion of supervision time is spent on challenging thinking and reflection compared with process compliance?
* Is the focus on what has been done and what needs to be done or more reflective questions such as:
  + what does this mean for the child;
  + what is the most challenging part of this;
  + which aspect of this case are you most worried about;
  + how do you feel about …?
* Are assumptions/hypotheses examined and challenged with questions such as:
  + what are your assumptions about this family;
  + what is the evidence to support this;
  + at what points have you changed your assessment of the situation and why;
  + what alternative explanations might exist?
* Do you provide/are you provided with the opportunity to test out ideas –
  + what would happen if;
  + what would be the consequences of;
  + could there be another way of looking at this; what alternative approaches might there be?
* Does supervision empower the supervisee to exercise judgement?
* Is the supervisee/carer encouraged to share and explore their own judgements/perceptions?
* Does the organisational and team culture value analysis, critical thinking and reflection?
  + How is this demonstrated?

**Key Questions for Individual or Group Supervision or Case Study Analysis**

**Methods**

Suitable for individual or group supervision or case study analysis. Individuals will need a copy of a recent case or one of the case studies.

Learning Outcome

Review and reflect on a recent case or case study and identify strengths and areas where you require further information or support.

**Time Required:** 60 minutes

**Process**

Think about a recent case or case study and answer the following questions.

* What are the specific needs of this child (currently and in the future)?
* How will this placement meet these needs (currently and in the future)?
* How will you know if progress is being made?
* What is the behaviour of the child telling you?
* What is his/her understanding of the situation?
* What does the child want?
* What don’t you know about this case?
* What is the critical information to gather and who holds it?
* What is the quality of the information sharing and relationships between the professionals in this case?
* How confident and effective do you feel to challenge differences of perception among professionals and keep the focus on the child?
* What needs to happen now?
* What concurrent planning is taking place?
* What are you most confident about in this case?
* What are you most worried about and why?
* Do you need further support to develop your skills / knowledge in relation to this case?

**Case Study - Toby**

**Methods**

Suitable for individual or group supervision. Individuals will need a copy of the case study for Toby.

Learning Outcome

Review and reflect on a child’ story and identify strengths and areas where you require further information of support.

**Time Required:** 60 minutes

**Process**

Give individuals a hand-out of the case study for Toby, ask them to read it and discuss the following questions.

1. Consider Toby’s story and consider how Toby’s social worker, the adoption social worker and the supervision social worker will work together to support everyone in achieving the best transition for Toby.
   * What could get in the way of effective working together?
2. Lead a discussion on the following areas.
   * What is the child’s story?
   * What does this mean for the child and the placement?
   * What is the child’s experience of this placement?
   * What is the foster carers’ experience of this placement?
   * How are the carers understanding and responding to the child’s behaviour?
   * How does knowledge and information from the carers inform the planning and decision-making process?
   * Can the carers support the child’s relationship with their birth family and manage this in a way that is positive for the child?
   * Can the carers support the child in ‘moving on’?
   * Is this the appropriate placement for this child now and in the longer term?
   * Is there a need for additional support or training for the carers?
   * How do/will you know if the desired outcomes of the placement are being achieved?
   * How might you monitor progress?
   * What worries you most about this placement and why?
   * What element are you most confident about?

**Case Study - Rosie**

**Methods**

Suitable for individual or group supervision. Individuals will need a copy of the case study for Rosie.

Learning Outcome

Review and reflect on a child’ story and identify strengths and areas where you require further information of support.

**Time Required:** 60 minutes

**Process**

1. Give individuals a hand-out of the case study for Rosie and ask them to read the case study and the following key questions.

Key Questions for Individual or Group Supervision or Case Study Analysis

* + What is the child’s story?
  + What does this mean for the child and the placement?
  + What is the child’s experience of this placement?
  + What is the foster carers’ experience of this placement?
  + How are the carers understanding and responding to the child’s behaviour?
  + How does knowledge and information from the carers inform the planning and decision-making process?
  + Can the carers support the child’s relationship with their birth family and manage this in a way that is positive for the child?
  + Can the carers support the child in ‘moving on’?
  + Is this the appropriate placement for this child now and in the longer term?
  + Is there a need for additional support or training for the carers?
  + How do/will you know if the desired outcomes of the placement are being achieved?
  + How might you monitor progress?
  + What worries you most about this placement and why?

1. Discuss the following questions about Rosie.
   * What element are you most confident about?
   * How could Rosie’s social worker and the supervising social worker work together with Leann to support Andrea in keeping Rosie safe and setting and maintaining boundaries around contact and behaviour?