



## Practice on a Page: Supervision and Relational Practice

### What is it?

Supervision is a core component of all our working lives, and a space where relationships really matter. Our relational practice framework is for everyone, regardless of role. So our approach-method-technique should show up in supervisory practice, management practice and leadership practice as much as it does in frontline practice.

**Purpose:** Good quality, reflective and analytical supervision that is held to timescale, supports the practitioner in their work with the child and family and tracks the progress of the plan. This protected time is essential for social workers' wellbeing and professional development, and most importantly, helps us to achieve the best outcomes for the children we work with. Supervision can be supported by management oversight to evidence informal supervision and case direction.

### How does it work?

Here are five simple ways you can help make sure your supervisory practice reflects our relational practice framework:

#### **Check ins**

It's easy to open every supervision session with a quick check in. Check-ins model openness, curiosity, appreciation, and trust and creates opportunity for connection. Read our check in practice-on-a-page for ideas.

#### **Feedback**

We encourage practitioners who work with residents to get feedback regularly, and it should be no different for supervisors getting feedback from supervisees. You can ask for feedback on:

- The supervision session (on a scale of 1-10, how much did this session give you what you needed today)
- The supervisor/supervisee relationship (what could I be doing more of/less of/differently to help you in your work)
- the support being offered (is there anything you wish I'd asked you today that we haven't talked about so far)

Adjust your supervision template to proactively seek two-way feedback about supervision and commit to spending at least 10 minutes on it at every session.

#### **Appreciative stance**

Taking an appreciative stance means discovering and appreciating the qualities and strengths of people and relationships. Think about the language you use and the curiosity you show in supervision to draw out - and build on - the supervisee's strengths.



### ***Circular questions***

Circular questions are a way to explore relationships and problems by looking at how everyone's actions and reactions are connected. They're like a tool for understanding the dance between people, not just focusing on one dancer. Try using circular questions in supervision – here's some [ideas from Research in Practice](#) you can use.

### ***Graces and identity***

Supervisory spaces should embrace conversations about identity and intersectionality. Think about where and how you could use the [Social GRRRAACCEESS](#) in supervision to reflect on identity, including your own.

### **Top tips - What does Good Supervision Look Like?**

- Supervision responsive to social worker and other frontline practitioner's needs.
- Supervision is reflective, analytical and evidences the issues which have been raised.
- It sets clear parameters regarding required actions, contingencies, and outstanding work, addressing timescales effectively.
- Supervision reviews actions of previous supervision and these are completed.
- Records are up to date and fit for purpose.

### **Management oversight**

This can take many forms but should be on the case file. For e.g.

- Clear evidence of signing of assessment, other episodes such as care pathways, legal meetings
- Chairing meetings
- IRO/CPO Midway and conversations
- Case notes highlighting management decision making

Access the short guide for social workers here for frequency, purpose and recording guidance. [Add link](#)

Further details can be found in the full supervision policy: [social-worker-supervision-policy.pdf update](#)