

Devon Children's Trust partner supervision policies, guidance

Summary of Devon Children's Trust supervision scoping activity

Links will be provided in order for partners to share these.

Information requested:

- Supervision policy / guidance
- Tools for example checklists, forms
- Reports on supervision pilots in place
- Brief over view of planned or future developments
- Training programmes to support supervision

Agency/ Service	Policy / guidance	Tools	Current practice	Training
Health - PCT	Yes 2012 target for all to be trained	Contract, action plan, review record checklist	Based on Inskipp and Proctor model (educative, supportive, professional) Audit and evaluation – looks at frequency, activity, quality	KSF competence = standards for supervisors New staff intro to supervision as part of induction One day training for supervisors and supervisees. Train-the-trainer (for service cascade) trial in place. Training materials developed
Young Devon	Yes. Performance Management policy	Templates related to job evaluation criteria including person centred principles. Guidance/ checklists. Action plan, target setting, personal dev plan	Covers workload mgmt, support, development, communication Part of induction, probationary period. Once per month. Non line management supervisions also available. Annual supervision audit → outcomes/ recommendations to the Board, coaching for managers on areas to develop.	Coaching Explore issues arising at two- weekly operational managers meetings Four-day mgmt and leadership course inc person centred reviews, NCSL activities, appreciative enquiry.
Connexio ns	Yes. Guidance, expectations and responsibilities		Six weekly, shorter for less experienced staff. Staff have access to Employee Assistance Programme in addition to line manager supervision.	Two day training programme
Ed psych service	BPS practice guidelines AEP policy		Hawkins and Shohet model (managerial, formative, supportive) - 1:1 monthly supervision - Supervision discussion at service meetings - Peer supervision triads two-weekly	Presentation / input at service meetings
Youth service	Nationally accredited Staff Dev policy includes supervision – under review	Templates - record, notes on targets, signed	1:1 Min every three months more as needed Min one hour Entitlements include access to non managerial supervision / Non managerial support group	MA module in supervision – two days (Marjon) including option to gain accreditation Supervision part of JNC qualification L4 course
Social care	Early years and Families directorates policy	Templates - agenda, Agreement, Record	1:1 every six-weeks. Survey undertaken to audit supervision → outcomes ✓ Including number of staff who have a supervision contract ✓ Reduce no of cancelled / interrupted supervisions	Looking to develop course to support managers who supervise complex cases – including evidence based, risk management, reflective models.
	Newly Qualified Social Workers pilot		Practice managers and mentors	Facilitated Action Learning Sets. Practice Teaching Award and MA course covers supervision