

1:1/Group Supervision Arrangements

"Supervision involves talking through the impact the work has on you personally, as well as exploring decision-making. It is vital for practitioners' well-being, professional development, and management oversight. Most importantly, supervision helps you to achieve the best possible outcomes for children."

Stanley (2018)

What is Supervision?

Clinical Supervision differs from line management supervision in that it focuses on helping you (the supervisee) to develop skills and professional practice in supporting your staff or pupils. If the supervision relationship is effective the supervisee can feel a sense of:

- Increased job satisfaction
- Improved team communication
- Lower stress levels and better ability to cope in challenging circumstances
- Reduced self-doubt about ability to act in practice
- Increased self-awareness and sense of professional identity leading to reduced anxiety
- More positive relationships with people at work/school

What does research show us about the effectiveness of Supervision in Caring roles/Education?

- Barnados (2019) published [Supporting the mental health and wellbeing of education staff through professional supervision structures](#) in which they stated, ***"We believe professional supervision is essential in all sectors where professionals are supporting children and young people with complex needs and vulnerabilities, and this includes education"***.
- Barnardos (2020) followed this up with '[Supervision in Education – Healthier Schools For All](#)' which explored the models of Supervision available for Education and the effectiveness in supporting staff.
- Yvette Stanley is Ofsted's National Director for Social Care. She has written an interesting blog on '[Supervision and effective social work practice](#)' which explores how supervision can play an important role in the wider functioning of any children's social care organisation, which can be applied to schools in their safeguarding of children.

What will a supervision session look like?

Nicky Stewart is a qualified Clinical Supervisor and is able to offer Supervision to staff. This can either be on a 1:1 or within a group setting. The sessions can be held in a safe, confidential, boundaried setting at your school site. The frequency can be agreed with your Line Manager – usually a session once a month is recommended.

Supervisor skills/memberships:

Nicky is a [BACP](#) accredited counsellor, approved [IATE](#) clinical supervisor and [MHFA England](#) Youth and Adult mental health trainer with over 15 years of experience working within primary and secondary schools supporting children & young people using an integrative approach underpin by the use of creative arts, sand tray work, play and metaphor. Elements of this work will be used within the Supervision relationship.

What happens at 1:1 Supervision?

You will be invited to an initial session where you and Nicky will agree on a contract (way of working). Within the contract we will discuss:

- Confidentiality and it's limitations
- Safeguarding
- Frequency of sessions
- Professional boundaries
- Different stakeholders and the ethical considerations

You may choose to have group supervision?

Group supervision is led by a qualified Supervisor via a formal, prearranged process that is agreed by the supervisor and supervisees. The makeup of the group depends on the goals of the supervision. Group supervision is a complement to, rather than substitute for, one-to- one supervision, though it may reduce the frequency with which one-to-one supervision is needed.

Sharing in a group setting:

- can give supervisees an increased sense of support by realising others have similar concerns
- allows supervisees to find new and better ways of dealing with their own situations by listening to others
- can allow supervisees to explore different ideas about how they will solve problems by obtaining a range of feedback from others about issues or concerns
- provides a safe environment where individuals can discuss their limitations and problems without criticism – some individuals may find that they are more confident about opening up in a group situation than in a one-to-one situation.

Supervisees in a Group will:

- be prepared to listen actively and share openly
- avoid taking the conversation off in directions that are not useful
- show respect towards others
- avoid dominating the discussion
- be mindful of their duties regarding confidentiality

SAMPLE CONTRACT

We _____ attending monthly Group/1:1 Supervision agree to the following:

1. Uphold **Group Core Conditions** such as:
 - i. **Confidentiality** – All content brought to Supervision is to remain confidential within the Group. The only exception to this is for child protection where the DSL will be informed.
 - ii. **Non-judgemental** – 1:1 or Group - We will not judge anyone or the content they bring to supervision.
 - iii. **Freedom of Speech** – You and/or All group members can bring any content and feel free to speak freely whilst uphold core condition
 - iv. **Respect** – We will show an unconditional positive regard and respect one another's opinion, even if this does not match with our own.
 - v. **Listening** – In a group setting we will enable each Group member to have their time to share and not interrupt their space unless invited to do so.
 - vi. **Empathy** – 1:1 empathy is an ingredient of the supervisory relationship. In a Group setting we will show empathy for our Group members and support each other within the Group.
 - vii. **Congruency** – what we say is what we believe
2. **Frequency** – We will hold a monthly/weekly/fortnightly meeting on _____
3. **Eligibility** – Group Supervision sessions will be facilitated for 2 – 6 members of staff at a time (authorised by your line manager).
4. **Self-care** – If a Group setting members promise to monitor our professional fitness to undertake our roles at work by monitoring own our mental health. We are aware of our needs and have supports in place to care for our emotional and mental health. We understand Group Supervision is a place to share workload and if any issue arise that may need further support the Supervision may recommend some 1:1 therapeutic support outside of the Group Supervision contract.
5. **Workload** – We promise to discuss our workload in a professional and confidential manner. We understand session notes will be recorded and that these will be anonymous and for the Supervisor only to uphold the core principles, ethical code and safeguarding for the Group/1:1 supervision sessions.

This agreement can be reviewed at any time and forms the Group/1:1 contract for Supervision Sessions facilitated by Nicky Stewart MBAP (accred) Counsellor and Supervisor.

SUPERVISEE PROFORMA

Date:	Name:
Pupil/staff/scenario – 1. (Themes/issue to discuss)	Supervision Process notes: What will I take away from the session today? How will I apply this in the workplace?
Pupil/staff/scenario – 2. (Themes/issue to discuss)	Supervision Process notes: What will I take away from the session today? How will I apply this in the workplace?
AOB	Supervision Process notes:
My process:	How did I feel after the session?
Date of next session agreed?	