

Multi Agency Supervision Principles



Ratified by Board September 2024 Protocols & Procedures Sub Group Review Date September 2027

<u>Introduction</u>

Whilst multi-agency supervision sessions are no longer facilitated by the Gwent Safeguarding Board Business Unit, it has been agreed by the Board that each member organisation adopts a set of principles when engaging with staff, either as part of a core group meeting, through individual supervision session, or as part of a reflective group session.

- Reflection is at the heart of a 'what matters' conversation.
- Reflection is a guide through the complexity and uniqueness of every family's situation.
- Reflection allows the practitioner to see their own role and their impact as 'helpers' 'enablers' or 'practitioners'.
- Reflection as part of practice with families will enable learning and thinking about how to do things better in this respect it can bring about truly transformative results, not only for families but for how a person develops as a practitioner?

A supportive peer group makes it easier for a practitioner to admit feelings of frailty, anger, failure or personal vulnerability. It is a safe space in which to talk without fear of repercussion around the challenges and dilemmas of practice

Capturing the heart of the matter through the use of the principles set out below will assist those cases that have become "stuck" through providing a means to explore a potential way forward.

Principles to adopt to plan an effective way forward are

That the individual supervision or reflective group supervision addresses the: -

Personal/Family outcomes

By ensuring that there is a shared view of an outcome? This may still be work in progress and should be a supportive exploration with the practitioner. Try to avoid generic descriptions or words, for example *wants to be independent or safe* etc. Try and ascertain a whole family outcome.

> Strengths: personal, family, environment etc.

By ensuring there is opportunity to explore everything that the practitioner knows about the strengths within and between people in the network or family and the home and community.

> Priority Risks:

By ensuring there is a means of establishing what the person/ family member is trying to avoid happening? Allow the practitioner to explore the priority risks to wellbeing from the families/persons/networks perspective Identify priority risks, and to put a plan in place if necessary to address high risk moments.

> Safety planning

By ensuring agreement is reached in respect of what is the plan to address the risks? Who does what where etc.? Establish if the plan is available to all concerned including out of hours' services.

Next steps

By ensuring what needs to happen (actions) are agreed and recorded

Progress/ Where do we want to be By ensuring where you want to be (in one month, three months' time) is agreed and timescales for monitoring are also agreed.

It is important that the notes and agreed actions of the session are recorded in line with the agencies supervision recording policies.

A synopsis of the sessions should always be recorded on the child's case file, alongside any agreed actions

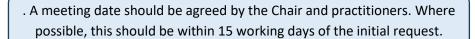
A copy of the actions should be distributed to those in attendance and shared wider if appropriate, as part of the care planning arrangements for the child.

Following the session, it is also recommended that the practitioner/s are given the opportunity to discuss the session in particular to state what was useful

The outcome and actions from each session should be included in any follow up child protection case conference reports and the chair of the child protection case conference should also be alerted to these in line with agency updates.

Multi-Agency Supervision Flow Chart

A request for a Multi-Agency Supervision, can be made by any practitioner involved with the family.



Chronologies to be completed by agencies/practitioners involved with the family. Guidance in respect of chronologies is available here Chronology Guidance - 02.05.23 (gwentsafeguarding.org.uk) Each agency representative should complete their own chronology which should be shared with Children's Services.

The Social Worker should then produce a multiagency chronology to support the identification of key themes, patterns, strengths, and areas of worry; the timeframe can be flexible dependent on the unique circumstances of each child but will usually be no more than 12 months from the point of referral.

Clear timescales for completion should be agreed by those who will be completing the chronology, with oversight of the chair to ensure timescales are appropriate

The Social Worker/Support Worker managing the case should also provide copies of the most relevant and up to date assessment and multi-agency plans to ensure these are available to all practitioners involved. This may include the Conference Report, Child Protection Care and Support Plan, and/or Child Protection assessments.

All core agencies to be invited to the supervision [current and previous with relevant information, including non-engagement]

During the Multi-agency Supervision, a balancing exercise should be completed with all parties to identify the strengths of the family, the risks and what needs are outstanding, to agree an action plan [with a review date]

The Chair should summarise the information shared, the learning points and agreed actions.

Actions to be distributed within 2 working days and minutes to follow within 20 working days