

Safeguarding Supervision Policy

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**Lincolnshire Community Health Services NHS Trust
Safeguarding Supervision Policy**

Version Control Sheet

Version	Section/Para/ Appendix	Version/Description of Amendments	Date	Author/Amended by
1	Whole document	New policy to align to Clinical Supervision Policy. Replaces PCS-02	February 2014	Joy Gilbert
2	General update	New government documentation. Safeguarding supervision contract Group safeguarding supervision record	February 2016	Jean Burbidge
2.1		Reference changed from P_CS_02 to P_SG_04	May 2016	Corporate Assurance Team
3	Whole Document	Updated and renamed to include adult services	February 2017	Mandy Harsley Deputy Named Nurse
4	Whole Document	Updated due to transfer of 0-19 services to LCC	November 2018	Jean Burbidge Named Nurse for Vulnerable Children and young people
5	Whole Document	Updates made to reflect name change of LSCP	July 2019	Eleanor Titley
5.1	Minor update	Updates made to the supervision requirements of clinical teams to be brought in line with pan-Lincolnshire arrangements	March 2020	Gemma Cross Named Nurse for Safeguarding
6	General Update	Updates made to reflect the changes to group and ensure links are active.	June 2021	Anna Thomas Specialist Safeguarding Practitioner
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Safeguarding Supervision Policy

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Safeguarding Supervision Policy**

Policy Statement

Background	<p>Lincolnshire Community Health Services NHS Trust (LCHS) aims to provide the highest standards of quality and safe patient care. Every employee has a personal responsibility to achieve and sustain high standards of performance, behaviour and conduct that reflects the Trusts vision and values at all times.</p> <p>LCHS recognise that, in order to deliver their roles and statutory duties, and to support the organisation to meet its objectives, all employed professional and clinical support staff have the right to regular supervision that enables a mechanism for providing professional advice, support and guidance, underpinned by reflective practice that empowers employees to be effective and accountable in the conduct of their duties.</p> <p>In order to promote safeguarding, and protect children and adults at risk from harm, practitioners have the right to specialist safeguarding supervision.</p> <p>LCHS is committed to ensuring identified services with planned, unplanned or urgent interface with patients receive safeguarding supervision.</p> <p>LCHS is committed to ensuring that there is an environment that promotes equality, embraces diversity and respects human rights both within our workforce and in service delivery.</p> <p>The Trust is also committed to ensuring that there is a systematic process in place for implementing, monitoring and evaluating Safeguarding Supervision in line with best practice guidance as a minimum and is committed to ensuring that time and facilities are available to ensure that Safeguarding Supervision takes place, that it is recorded, monitored and audited.</p> <p>This policy outlines the types and process of Safeguarding Supervision and requires that all professional and clinical support staff access and participate in appropriately agreed levels of Safeguarding Supervision.</p>
Statement	<p>This policy applies to all professional and clinical support staff whether employed within full time, part-time, bank or fixed term contracts irrespective of their length of service.</p>
Responsibilities	<p>The roles of LCHS, managers, supervisors, supervisees and employees are identified within the policy.</p>
Training	<p>All staff will receive training appropriate to their role within the supervision process.</p> <p>All new members of staff will be introduced to the policy standards and expectations during the organisations Induction Programme</p>
Dissemination	<p>Website, Staff Intranet and Safeguarding Newsletter.</p>
Resource implications	<p>It is expected that all staff will receive appropriate training from the organisation.</p>

1. Introduction

NB This policy must be read in conjunction with LCHS Clinical Supervision Policy and LCHS Toolkit for Clinical Supervision.

Employers are responsible for ensuring that their staff are competent to carry out their responsibilities for Safeguarding, promote the welfare of patients, and creating an environment where staff are able to raise concerns and are supported in their Safeguarding role.

It is recognised that working in the field of Safeguarding entails making difficult and risky professional judgements. It is demanding work that can be distressing and stressful. It is therefore important that all front-line practitioners are well supported by effective Safeguarding Supervision, advice and support.

Lincolnshire Community Services NHS Trust (LCHS) is committed to promoting the welfare of patients and protecting them from harm in all localities, where services are provided and ensure they receive safe, effective care in accordance with Care Quality Commission (CQC) Regulations.

Safeguarding Supervision offers a formal process of professional support and learning for practitioners. Safeguarding Supervision is about the 'how' of safeguarding practice; it provides a framework for examining and reflecting on a case from different perspectives. It also facilitates the analysis of the risk and protective (resilience) factors involved (see appendix 1); discussing cases at varying levels of concern from confirmed abuse/ high risk indicators, to the cases with very early potential indicators in order to ensure safe practice (HMG 2018).

Safeguarding Supervision should help to ensure that practice is soundly based and consistent with LCHS Safeguarding Policies, which is underpinned by Lincolnshire Safeguarding Children's Partnership and Adult Board policies and procedures: -

[Lincolnshire LSCP](#) / [Lincolnshire LSAB](#)

The aim of this framework is that it will support a variety of models of clinical supervision that can be developed in accordance with local circumstances and staff development needs.

This policy should be read in conjunction with the following policies and documents:

- Safeguarding Children Policy
[P_SG_03_Safeguarding_Children_Policy.pdf\(lincolnshirecommunityhealthservices.nhs.uk\)](#)
- Clinical Supervision Policy
[P_CS_29_Clinical_Supervision_Policy.pdf\(lincolnshirecommunityhealthservices.nhs.uk\)](#)
- Safeguarding Adults Policy
[P_SG_02_Safeguarding_Adults_Policy.pdf\(lincolnshirecommunityhealthservices.nhs.uk\)](#)
- Your Performance Matters Policy [P_HR_68_Your_Performance_Matters.pdf\(lincolnshirecommunityhealthservices.nhs.uk\)](#)

- Multi-Professional Preceptorship Policy
https://www.lincolnshirecommunityhealthservices.nhs.uk/application/files/9716/2090/2141/P_CS_22_Multi-Professional_Preceptorship_Policy.pdf
- Toolkit for Clinical Supervision
[Lincolnshire Community Health Services:: Toolkit for Clinical Supervision](#)

1.1. Objectives

This policy aims to provide a framework for the mandatory provision of Safeguarding Supervision and must be used in conjunction with LCHS Clinical Supervision Policy.

Safeguarding Supervision:

- Enables practitioners to deal with the stresses inherent in working with Vulnerable Children, Adults and their families.
- Supports practitioners to reflect critically on the impact of their decisions on the patient and their family.
- Supports practitioners to analyse and synthesise complex cases.
- Provides a safe place to explore and challenge hypothesis.
- Facilitates staff to increase their knowledge, skill, confidence and competence when working with adults, children, young people and their families/ carers, creating more positive outcomes.
- Scrutinises and evaluates the work carried out, assessing strengths of the practitioner and area's for development.
- Provides coaching and professional development.
- Ensures that all work and performance issues are openly, honestly and positively dealt with in supervision and that poor practice is challenged
- Supports staff to explore their own role and responsibilities and the scope of their professional judgement and authority, in relation to the individuals and families they are working with.
- Assists in identifying the training and development needs of practitioners.
- Helps reduce the incidence of serious case reviews/ public enquiries with their associated risk of negative publicity, which impacts on corporate morale and subsequent recruitment and retention problems for organisations involved (Department for Education 2011)

Functioning properly, Safeguarding supervision facilitates good quality, innovative and reflective practice in a safe environment (DH 2004; DCSF 2014, HMG 2018)

1.2. Scope and Frequency

Safeguarding supervision is the framework for safeguarding patients and is different from clinical supervision. Supervision usually takes place on a one to one basis but may also be undertaken by a group when *'members come together in an agreed format to reflect on their work by pooling their skills, experience and knowledge in order to improve both individual and group capacities'* (Morrison 2005).

Safeguarding Supervision is mandatory for all registered clinical staff working directly with children and adults at risk of harm.

Minimum Requirements:

Staff Type	Frequency	Type of Supervision
Children in Care Team	Quarterly	1:1
Corporate Safeguarding Team	Minimum Quarterly	1:1
Staff Type	Frequency	Group supervision in addition to above individual
Paediatric Therapists	6 monthly (minimum of 2 sessions a year)	Group by Safeguarding Professional
LISH (Sexual Health Teams)	6 monthly (minimum of 2 sessions a year)	Group by Safeguarding Professional
Urgent Care	6 monthly (minimum of 2 sessions a year)	Group by Safeguarding Professional
Corporate Safeguarding Team	6 monthly (minimum of 2 sessions a year)	Group by Safeguarding Professional

The minimum requirements for the participation in safeguarding supervision by clinicians will be reinforced during the appraisal process and participants will be expected to demonstrate compliance at their appraisals.

All staff, including medical staff, students and volunteers, will have access to safeguarding supervision and can contact the LCHS safeguarding hub to make arrangements. A number of 'drop in' sessions for each service line will be available for staff to access supervision and support easily. For the teams where supervision is mandated, the safeguarding team will provide four group supervision sessions a year, to which a minimum of two sessions a year must be attended. Practitioners can request additional 1:1 safeguarding supervision with a member of the safeguarding team for complex cases. It is expected that these cases will have been discussed by the practitioner with their CTL or line manager. Adequate protected time must be allowed for effective supervision to take place and interruptions only allowed for urgent situations. Each session will last a minimum of 1 hour and a maximum 2 hours.

Team Leaders will be expected to provide a range of clinical supervision opportunities within their normal working practices for their skill mix teams.

2. Definitions

The Care Quality Commission (CQC) document; Supporting Clinical Supervision (2013) recognises the importance of access to supervision for practitioners working with vulnerable patients. The guidance recognises that There are several types of supervision – the three most commonly referred to are: clinical, managerial and professional supervision. The terms used in this area may sometimes overlap and in practical terms, it may sometimes be difficult to separate them from each other. Safeguarding supervision often encompasses aspects from all types of supervision.

Clinical supervision provides an opportunity for staff to:

- Reflect on and review their practice.
- Discuss individual cases in depth.
- Change or modify their practice and identify training and continuing development needs.

Professional supervision is often interchangeable with clinical supervision. This term is sometimes used where supervision is carried out by another member of the same profession or group.

This can provide staff with the opportunity to:

- Review professional standards.
- Keep up to date with developments in their profession.
- Identify professional training and continuing development needs.
- Ensure that they are working within professional codes of conduct and boundaries.

Managerial supervision is carried out by a supervisor with authority and accountability for the supervisee. It provides the opportunity for staff to:

- Review their performance.
- Set priorities/objectives in line with the organisation's objectives and service needs.
- Identify training and continuing development needs.

<https://work-learn-live-blmk.co.uk/wp-content/uploads/2018/04/CQC-Supporting-information-and-guidance.pdf>

The NHS Management Executive defined Clinical Supervision in 1993 as: - *“A formal process of professional support and learning which enables individual practitioners to develop knowledge and competence, assume responsibility for their own practice and enhance consumer protection and safety of care in complex situations.”*

3. LCHS Roles and Responsibilities

3.1. Chief Executive

The Chief Executive has overall accountability for the strategic and operational management of LCHS.

3.2 Director for Nursing, Allied Health Professionals and Operations

The Director for Nursing, Allied Health Professionals and Operations will have overall responsibility for ensuring that there is an effective training programme in place within LCHS to support the implementation and maintenance of the Safeguarding Supervision Policy. They will provide the Chief Executive and Trust Board with an annual report of Safeguarding Supervision, including an overview of themes and changes that have been implemented as a result of supervision.

3.3 The Corporate Safeguarding Team

The Corporate Safeguarding Team will ensure Safeguarding Supervision is available to all clinical staff. The team are all trained in safeguarding supervision and will be the supervisors for clinical teams.

Supervisors are an important source of advice and expertise, and therefore the relationship between the supervisor and supervisee is one that should be based on respectful honesty and constructive challenge as well as supporting reflective learning and providing the opportunity for the practitioner, to explore any blocks to effective safeguarding practice in a safe environment (Brandon et al 2012).

Safeguarding Supervisors will ensure that they:

- Have up to date knowledge in legislation, policy and research relevant to safeguarding.
- Be accountable for the advice that they give.
- Agree and sign a supervision contract/agreement with the supervisee and ensure that supervision is conducted within a safe, uninterrupted environment (appendix 1).
- Identify when they do not have the necessary skills/knowledge to safely address issues raised and redirect the supervisee to the corporate safeguarding team.
- Discuss management of individual safeguarding cases to explore and clarify the management and thinking relating to the case.
- Provide clear feedback to the supervisee and identify who is responsible for implementing any required action resulting from the supervision.
- Share information knowledge and skills with the supervisee(s).
- Constructively challenge any personal and professional areas of concern as required
- Document a summary of the concerns discussed and identify where information will need to be shared and with whom.
- Receive regular supervision, not less than once every three months.

The Safeguarding Supervisor has responsibility for:

- Providing supervision in accordance with this policy.
- Setting up and signing the supervision contract/agreement at the onset of supervision and reviewing yearly or more frequently if required (Appendix 1).
- Agree and book the date for the next session at the end of the current session.
- Being accountable for the advice they give and any actions they take.
- Conducting the sessions in a structured manner using a recognised framework e.g. resilience/ vulnerability matrix, reflective practice and the Kolb cycle.
- Following up on cancelled appointments or non- attendance and resolving any difficulties that may result in non-attendance.
- Contributing towards audit of the supervision process.

- Formulating with the supervisee(s), any necessary action plans, ensuring they are person focussed with realistic targets and an action plan at the end of each supervision session.
- Identifying any training needs.
- Recognising practice issues which may need to be discussed with the supervisee's line manager.
- Where there are on-going concerns about a supervisee's practice and/or their refusal to comply with the supervisor's recommendations, the supervisee will be informed that their line manager will be contacted for resolution.

The Supervisee has responsibility for:

- All practitioners are accountable under their professional code for actions or omissions in their practice. Staff are accountable in ensuring they access supervision.
- Signing the supervision contract (1:1 sessions only).
- Prioritising attendance at agreed sessions as per policy.
- In addition to planned supervision sessions practitioners may seek case supervision on complex or urgent cases from their Clinical team Lead or a member of the Corporate Safeguarding Team as necessary. This may be by telephone.
- Maintaining an individual record of cases discussed (Appendix 3).
- All complex cases should be brought to supervision.
- Being accountable for their professional judgement in deciding which cases to bring to supervision and for any decisions made during supervision.
- Formulating with the supervisor, where applicable, SMART (specific, measurable, achievable, realistic and timely) action plans, ensuring they are child/patient focussed with realistic targets and review dates, at the end of each supervision session. This should be recorded in the supervision template for children and the Chronology of Events for adult cases.
- Informing the supervisor, if they are under increased pressure, professionally or personally so that extra support may be offered. This may need to be in conjunction with the practitioner's team lead/manager
- The supervision must be recorded on the E-Recording system which can be accessed via the staff intranet; it is the supervisee's responsibility to record the session.

3.4 The Service Leads have responsibility for:

- Ensuring that effective systems are in place to provide assurances that all aspects of this policy are being applied to all clinical staff within their service.
- Ensuring that all clinical staff are aware of the safeguarding Supervision policy and that they are assigned to a Safeguarding Supervisor and ensuring that all new starters are linked into Safeguarding Supervision and Preceptorship requirements.
- Service leads will commit to offering protected time to clinicians to engage meaningfully in their supervision sessions. The requirement of a private quiet area free from interruption is essential.
- Investigating non-compliance with individual members of staff and formulating action plans to address noncompliance within agreed timescales.

3.5 Clinical Staff

All professional and clinical staff have a duty to read and work within this policy. They must keep themselves up to date with all procedural documentation issued by LCHS. Staff must ensure that they are aware of the location of procedural documents and how to access them.

Clinical staff will agree with their manager protected time away from the workplace to access safeguarding supervision within the agreed model for their profession, through their annual appraisal process.

4.0 LCHS Model and Delivery

The safeguarding supervision model within LCHS for the majority of services will be group supervision led by a member of the Corporate Safeguarding Team using an appropriate model for safeguarding. With integrated neighbourhood working, this is likely to be a multi-professional group, but will be based on local circumstances and staff needs: however some staff are required to attend 1:1 supervision (see grid in 1.2)

4.1 Supervision Contract/Agreement (Appendix 1)

It is important to have a clear working arrangement for every supervision relationship, and it is good practice for supervision relationships to have their own agreement that sets out the frequency and type of supervision appropriate for the supervisee. The supervision agreement should be signed by both the supervisor and supervisee and a copy kept by each party. Any difficulties on reaching agreement should be taken to the line manager/corporate safeguarding team and reported to the Safeguarding Professional as appropriate.

In the event of a practitioner requesting a change of supervisor for 1:1 Safeguarding Supervision, this must be brought to the attention of the line manager who will bring this request to the Head of Safeguarding.

4.2 Register of Attendance

A register of attendance must be kept by the supervisor and a copy must be sent to the service lead and the corporate safeguarding administrator at the end of each month.

Whilst it is appreciated that supervisees will not be able to attend all sessions, safeguarding supervision is not an option; it is mandatory and non-attendance or difficulties with the supervisory relationship must be brought to the attention of the service lead for resolution.

Supervisors must be supported by their service lead in emphasising the importance of the contract agreement to those clinicians who are persistent non-attendees.

5. Dissemination

This policy will be disseminated using the usual Trust communication mechanisms: Safeguarding newsletter, Team Brief, and Trust website. The policy will be published on the Trust's intranet site.

Service Leads are responsible for raising awareness of this policy as part of team meetings.

6. Process for Monitoring/Auditing Compliance and Effectiveness

Reports on compliance will be completed by the corporate safeguarding team and monitored quarterly by the Safeguarding Governance Group.

The Corporate Safeguarding team will keep a record of all group supervision sessions they facilitate which will be supported by completed registers: they will identify generic topics and themes discussed. These will be used to provide assurance that group safeguarding supervision is taking place to the Trust.

The report will be forwarded to the Deputy Director for Nursing and Operations and Head of Safeguarding on a quarterly basis, and an Annual Report with an overview of the outcomes of safeguarding supervision will be produced for the Quality and Risk Committee.

The corporate safeguarding team will report the data quarterly at the Safeguarding Governance Group and it will form part of the safeguarding annual report.

AUDIT

This policy will be reviewed on an annual basis with a formal audit process undertaken annually.

An annual audit of supervision records will be undertaken to: -

- Demonstrate safeguarding supervision has been undertaken.
- Ensure contracts are in place.
- Identify themes
- Highlight where further training is required.
- Inform Trust Board of compliance with the policy through the annual report.

7. References

HM Government 2018 “Working Together to Safeguard Children”

Butterworth and Faugier 1992. Clinical Supervision and Mentorship in Nursing. London Chapman Hill

CQC Standards - www.cqc.org.uk

HM Government 2014 – “Care Act 2014”

Laming, Lord 2009 The Protection of Children in England: A progress Report, London TSO

Morrison, T (2005). Staff Supervision in Social Care: making a real difference to staff and service users. Pavilion Publishing, London.

Nursing and Midwifery Council (NMC) 2009. Record Keeping Guidance for Nurses and Midwives NMC

Brandon, M. et al 2012. New Learning from serious case reviews: a two-year report for 2009-2011: research report, London, Department for Education

Department for Education 2011. The Munro Review of Child Protection: Final Report. A Child Centred System, London TSO

Royal College of Paediatrics and Child Health (2014). Safeguarding Children and Young People: roles and competences for health care staff. Intercollegiate document
[Safeguarding children and young people - roles and competencies | RCPCH](#)

Department of Health (1998) *A first class service quality in the new NHS*. HMSO London.

Lincolnshire Safeguarding Children Partnership Procedures online:
<https://lincolnshirescb.proceduresonline.com/>

Lincolnshire Safeguarding Adult Board Procedures online:
<https://www.lincolnshire.gov.uk/downloads/file/3658/lsab-policy-and-procedures-v7-1>

Appendix 1 - Equality Analysis

A.	Briefly give an outline of the key objectives of the policy; what it's intended outcome is and who the intended beneficiaries are expected to be	To provide a framework for safeguarding supervision to align with the LCHS Clinical Supervision Policy across clinical groups. To improve quality of practice for a positive impact on services and better outcomes for patients		
B.	Does the policy have an impact on patients, carers or staff, or the wider community that we have links with? Please give details	Implementation of the policy will support the delivery of improved quality driven care and services		
C.	Is there is any evidence that the policy\service relates to an area with known inequalities? Please give details	No		
D.	Will/Does the implementation of the policy\service result in different impacts for protected characteristics?	No		
		Yes	No	
	Disability		X	
	Sexual Orientation		X	
	Sex		X	
	Gender Reassignment		X	
	Race		X	
	Marriage/Civil Partnership		X	
	Maternity/Pregnancy		X	
	Age		X	
	Religion or Belief		X	
	Carers		X	
	If you have answered 'Yes' to any of the questions then you are required to carry out a full Equality Analysis which should be approved by the Equality and Human Rights Lead – please go to section 2			
The above named policy has been considered and does not require a full equality analysis				
Equality Analysis Carried out by:		Anna Thomas		
Date:		15/06/21		

Appendix 2 - NHSLA Monitoring

Minimum requirement to be monitored	Process for monitoring e.g. audit	Responsible individuals/group/committee	Frequency of monitoring/audit	Responsible individuals/group/committee (multidisciplinary) for review of results	Responsible individuals/group/committee for development of action plan	Responsible individuals/group/Committee for monitoring of action plan
Relevant staff to receive safeguarding supervision as per policy	Audit	Service Leads Practitioner Performance Assurance Committee Safeguarding and Patient Safety Governance Meeting	Annual	Named Nurse Safeguarding	Service Leads Practitioner Performance Assurance Committee Named Nurse Safeguarding	Service Leads Practitioner Performance Assurance Committee Named Nurse Safeguarding

Appendix 3 - Safeguarding Supervision Contract

SUPERVISOR Name and Designation	
SUPERVISEE Name and Designation	
LOCALITY/TEAM	
CONTACT TELEPHONE NUMBER	
SUPERVISION HISTORY (past experiences)	

Each practitioner is accountable for his/her professional practice

Be aware of the organisational policies, procedures and guidelines in relation to safeguarding children/child protection/vulnerable children/looked after children/adults at risk of harm.

Statement of Values

Everyone regardless of their age, gender, racial origin, culture, religious belief, language, disability or sexual identity, have the right to high quality patient focused care.

The needs and rights of clients/patients will be everybody's paramount concern and responsibility. We will work with patients/children/parents/carers and others in the community to promote and protect those needs and rights.

Confidentiality

To work within the NMC/HPCPC/GMC codes for confidentiality.

Expectations

- To be open to constructive feedback.
- To review and reflect on practice, feedback, values and previous action plans.
- To escalate all concerns via the appropriate process

The Supervisor agrees to:

- Protect time and space of appointment.
- Support, challenge and offer guidance and information to enable the practitioner to reflect on safeguarding the welfare of patient issues affecting practice.
- To help supervisee explore, reflect, analyse and plan their work
- To ensure records are completed as per LCHS Record keeping policy.

- To identify training needs.
- Review the contract annually.
- To escalate all concerns via the appropriate process

The Supervisee agrees to:

- Prioritise the appointment a high priority and be punctual for the session.
- Ensure records of all clients/patients to be discussed are available in the session.
- Be responsible for identifying and prioritising cases to be discussed at supervision.
- Update supervision template (COSE for adults) and patient records with action plans discussed/agreed.
- Update ESR after each supervision session.
- Use the safeguarding supervision process effectively.
- Take responsibility for making effective use of the time, for the outcomes and any actions as a result of the supervision.
- Keep a copy of the contract in an appropriate place.

FREQUENCY	Minimum Quarterly
DURATION	Minimum of 1 hour – maximum of 2 hours
VENUE	Mutually agreed. To be private and preferably with IT connectivity. Mobile phones to be on silent.
CANCELLATION/DEFERRING SESSION Rearrange supervision as soon as able	This should only apply in extraordinary circumstances eg. Sickness, court attendance, compassionate leave or a child protection conference.

Contract to be reviewed at change of supervisor or annually

We agree to be bound by the terms of this contract/agreement and understand that in the event of it not being followed the relevant line manager will be informed.

SIGNATURES

DATE

Supervisor		
Supervisee		

Both the supervisor and the supervisee are to retain an up to date contract of supervision for their records.

Appendix 4 - Group Safeguarding Supervision Record

Supervisor(s)	
Staff locality/team/service	
Date	
Venue	
Start Time and duration	

All attendees have read and understood the LCHS Safeguarding Policies

Contract agreed.

Ground Rules

- Sessions will start promptly, and all participants must ensure they arrive 10 minutes before the start of the session.
- Each attendee to receive copy of safeguarding supervision record following group supervision.
- Attendees are responsible for recording attendance on ESR.
- Supervisor to retain copy of session.

Attendees signatures

NAME	SIGNATURE	DESIGNATION AND BASE	SECURE E MAIL

Discussion Topics

-
-
-
-
-

Outcomes/learning points/key themes identified

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

Any actions for: -

Individual practitioners

Supervisor

Date of next group supervision	
Venue	
Start Time	

Appendix 5 - Safeguarding Supervision – Individual Record

Supervisee:

Supervisor:

Date:

Venue:

Subject brought to Supervision	Discussion	Outcome/action following supervision	Comments

Supervisor Signature:

Date and time of next session:

Supervisee Signature:

Venue of next session: