

One Minute Guides - Evidencing reflection in supervision March 2018

Why evidence reflection in supervision?

It is important that social workers are given time and space to reflect on their work through the supervision process.

What do we mean by reflection?

- Space and time to think about what is happening with a family.
- To explore feelings about this - the workers, the child, the carers.
- To consider the impact of the social worker's intervention - what is working well, what isn't working.
- An opportunity to apply a different lens/consider a different perspective.
- Agree actions.

Why is reflection important?

Reflection offers social workers an opportunity to stand back and consider what they are seeing, how they are feeling, how well the family are engaging and making progress (or not) and what needs to be happen next. This process should promote outcomes-based practice as well as developing the social workers skills, knowledge and experiences.

Case reflection is important to...

- Enable a social worker to explore and make sense of a situation.
- Identify patterns of behaviour.
- To order thinking and inform future actions.
- To build professional resilience.
- To promote what works and apply theories and research.
- To encourage empathy and curiosity and promote anti-discriminatory practice.
- To explore values.

Models of reflection

There are a number of models practitioners can use to promote reflection. A simple framework is:

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| Fact | What is happening? What is the harm the child/ren are experiencing? |
| Feelings | How do I feel about this? How are others feeling about this? |
| Exploration | What sense do I make of this? How are we repairing the harm? How are we restoring relationships? |
| Analysis | What is working, what isn't working? |
| Conclusion | What needs to change? |
| Plan | What do I need to do now? |

Recording the reflection in supervision

A record of the reflective supervision discussion will be kept on the child's file. It is important that the worker is given an opportunity to explore their own professional/personal feelings about the child's/family situation, but this needs to be captured carefully on the child's record whereas a further record can be made in the worker's personal file.

An example of a restorative supervision record is:

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| Fact | There have been three further incidents of domestic abuse since the last supervision and a pattern of escalating harm. |
| Feelings | Discussed professional and personal feelings and the impact on decision making. |
| Exploration | Explored hypothesis that partner's violence is fuelled by alcohol and mum's dependency on the relationship means she continues to minimise the behaviour. |
| Analysis | Neither mum nor dad are motivated to change behaviours/address underlying issues. Despite work no progress and impact on children is escalating. |
| Conclusion | Children are being exposed to significant harm through domestic abuse. Need to take alternative action to effect change. |
| Plan | <ul style="list-style-type: none">• Social work visits to continue to explore harm, impact of this on mum and children - how are they describing experiences?• Complete capacity to change assessment so as to evidence attempts to engage, work offered, motivation and impact of harm on children• Attend next Legal Privilege Meeting to consider need for PLO/timescale |

Useful tips to get the most out of supervision

- Organise your time so that the supervision session has your full attention.
- Prepare for the supervision session so that there is a summary of each case and discussion can be prioritised.
- Plan the supervision so that there is sufficient time to reflect on the priority cases.

Remember, supervision is a two-way process