

CHAPTER 6 – CPSLO Supervision Service

Child Protection School Liaison Team – Supervision Service

The document, [Working Together to Safeguard Children, HM Government, 2018](#), highlights the role of supervision for those with safeguarding responsibilities and states organisations should ensure:

‘professionals should be given sufficient time, funding, supervision and support to fulfil their child welfare and safeguarding responsibilities effectively’ and there should be ‘support for staff, including undertaking safeguarding training’ and (Chapter 2, Section 3).

1. Definition of Safeguarding Supervision:

Safeguarding supervision is the provision of professional support and learning which enables practitioners (in this case the DSP) to develop knowledge and competence. It is a process where a supervisor meets with a DSP and facilitates a time to reflect on safeguarding practice, reviewing and analysing, where concerns can be raised, and practice improved. Safeguarding supervision is separate from line management supervision.

2. Purpose of Safeguarding Supervision for DSP's:

- Review workloads, if needed
- discuss and seek guidance on specific cases;
- provide an opportunity where a member of staff can be challenged supportively and constructively within mutually agreed and accepted boundaries by a professional experienced in safeguarding children;
- allow for issues relating to the work place and to working practices to be identified and discussed;
- identification of achievements; and provide support with emotional well-being and resilience.

The CPSLO Team are part of The Consultation Hub which is a service for DSPs to discuss specific concerns about children that are not currently working with children's services and the DSP has safeguarding concerns. This would be the pathway to discuss these concerns.

The Supervision Service is separate to this and is structured as follows:

- **Individual face to face supervision session(s) between the DSP/DSL and a member of the CPSLO team**

- Session would be a minimum of one hour
- The frequency of the sessions is decided by the school
- Schools can choose which member of the team they would like to lead the supervision
- The session can be held in a confidential setting chosen by the supervisee
- There will be a supervision agreement before session(s) start, that can be reviewed
- There will be a clear record of the supervision session, all details of children will be anonymised and both the supervisee and the supervisor will hold a copy of the record securely and confidential in line with their organisation's policies and procedures.
- The session is booked with individual CPSLOs
- Session(s) are charged at £60 per an hour or £80 for 90 minutes.

The following content can be discussed at supervision session(s):

Well-being

Diversity and inclusion

Community issues

Capacity

HSCP procedures

Training needs, Supervisee's and others

Discussion around thresholds

Risk management

Staffing issues (including Governing Body)

The supervision the Supervisee delivers

Professional Development in relation to Safeguarding

Conflict, in relation to Safeguarding

Other agencies

The supervisor would appropriately signpost the supervisee if the following content was discussed (as they are not the supervisee's line manager):

- **case direction for cases not open to children's services (likely to be signposted to The Child Protection Consultation Hub)**
- **Performance issues and HR issues**
- **Need for counselling/therapeutic support**
- **Escalation of cases**
- **Resource needs**

The role of this supervision is to help DSLs to be reflective and support them in problem solving and finding solutions, rather than be directive. As the supervisor will not have access to any previous/current children's services information about a child they are unable to give case management/direction.