

Adopted: April 2017
Reviewed: October 2020
Next Review: October 2021



Loughton School

Supervision & Support Policy

1. Introduction

Supervision and support of staff is a fundamental task that managers will undertake to support the development of their staff's skills and practices in work with children, young people and families and the safeguarding of those in their care. Following the inquiry of Victoria Climbié Lord Laming stated that: - "All staff working directly with children must be regularly supervised" (Lord Laming Victoria Climbié Inquiry Report 2003) Working Together 2018 requires that 'Professionals should be given sufficient time, funding, supervision and support to fulfil their child welfare and safeguarding responsibilities effectively.'

Ofsted inspection guidance recognises the importance of supervision and will want to be assured that supervision takes place for those working with safeguarding issues.

2. Safeguarding Cover

Loughton School has developed a safeguarding team to ensure that there is cover for DSL at all times and also to assist with implementing supervision.

3. Group supervision

The safeguarding team meet every half term to discuss individual cases and concerns. These sessions are led by the Designated Safeguarding Lead and are minuted.

The purpose of these group supervision sessions is:

- To undertake an open and honest discussion re cases that staff are working with.
- Challenging questions will be asked with regard to action and progress and the appropriate referral to other agencies including support meetings.
- Discussion will focus on any current identified child protection cases, social care de-escalations and any identified vulnerable child /family where there are general safeguarding issues, or an Early Help Assessment is in place, or a family support plan or casework is being undertaken.
- Support and professional challenge will be given and supervision will be recorded.
- Discussion around team work & training will be included.

4. Informal opportunities for supervision

In addition, a weekly update meeting and informal supervision may take place between these meetings, to enable staff to discuss concerns and progress.

Loughton School operates an open-door policy. All staff are aware that they may talk to the Designated Safeguarding Lead or members of the Safeguarding team at any point.

5. Supervision for DSL

The Designated Safeguarding Lead and any other member of the safeguarding team who requests it or are directed to, shall have termly supervision with the Headteacher.

The DSL shall also have independent supervision on a termly basis.

In the event of a major incident, additional supervision will be offered to all staff involved.

Support

Support is available to all staff through the DSL and safeguarding team. In addition, the DSL holds details of further support that may be available to individuals.

These support services include:

Education Support Partnership 08000 562 561

The Education Support Partnership are the only UK charity dedicated to improving the wellbeing and mental health of education staff in schools, colleges and universities.

Samaritans 116 123

Remember, you do not have to feel suicidal to call them