

# Multi-Agency Safeguarding Supervision

## Best Practice Principles



Mae'r ddogfen hon  
ar gael yn Gymraeg  
This document is  
available in Welsh



## Introduction

The supervision of staff is essential in safeguarding children and adults who are at risk. Reviews of cases, research and findings of other inquiries have shown that good supervision and support are necessary to ensure the effective protection of children, young people, and adults at risk.

The Cardiff and Vale Regional Safeguarding Board recognises that agencies will have their own procedures and policies in respect of safeguarding supervision. These Multi-Agency Safeguarding Supervision Best Practice Principles are designed to provide a framework that all agencies should aspire to meet or to work towards. When applied; these best practice principles will help ensure a consistent approach to supervision across the region.

# What is Safeguarding Supervision

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There are no universally agreed definitions for safeguarding supervision. Supervision is a term used to describe a formal agreed process of professional support and learning which enables practitioners to develop knowledge and competencies.

Within the context of safeguarding, supervision is key in strengthening the protection of children, young people and adults at risk by actively promoting safe standards, best practice, and prevention of poor/unsafe practice.

The Social Services and Well-being (Wales) Act 2014 states:

**“All professionals share appropriate information in a timely way and have direct access to advice to discuss any concerns about an individual.”**

Whilst it is expected that all professionals working with children, young people and adults should ensure that safeguarding and promotion of their wellbeing is an integral part of all aspects of their practice, this work is often demanding and requires sound professional judgements to be made. It can be extremely challenging, distressing and stressful for those practitioners involved. Therefore, it is important that staff and managers are aware of the importance of prioritising safeguarding supervision and, whilst it is complementary to managerial supervision (which is about the development and appraising performance), it is a separate process.

Safeguarding supervision uses the supervisory relationship to promote positive outcomes for children, young people and adults at risk by creating a safe and contained environment where the practitioner has the capacity to think and reflect. It enables the practitioner to take responsibility for their own practice and respond to the safeguarding needs of people at risk.

Effective supervision will;

- Provide a process to promote the quality and safety of services to children and their families.
- Ensure practitioners working with children, young people and adults at risk understand their role and responsibilities to safeguard and work in a multi-agency way to do so.
- Provide a source of advice, support and expertise for staff in appropriately safe learning environments offering an opportunity for reflection to identify and learn from practice in a constructive manner, to promote the best outcomes for children, young people and adults at risk.
- Create a safe climate for practitioners to look at their work and its impact on them personally.

# Implementation and Assurance

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Each agency will be responsible for assuring the Safeguarding Board that there is adherence to these principles and that regular safeguarding supervision opportunities are offered to professionals in a position of trust. This will be evidenced through annual individual agency self-assessments and the Regional Safeguarding Boards Audit Activity.

## Overarching principles

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- Supervision sessions should take high priority with protected time.
- Supervision can take different forms and may be labelled differently depending on the organisation and what is most appropriate and a variety models of practice may be used by different agencies.
- Supervision must be fair, informed, and respectful of diversity.



# Safeguarding Supervision Principles

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## Wellbeing

- Supervision should recognise and support the well-being of staff.
  - Staff should be made aware of the support available to them and be supported to access these services, when required.
  - Opportunities should be provided for staff to discuss the emotional impact on them of this challenging area of practice.
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## Empowerment

- Supervision should empower staff to feel confident in their roles and decision-making processes and should consider staff's individual needs, expectations and professional development.
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## Reflective

- Supervision should encourage staff to reflect on their experiences and learn from them to analyse and evaluate practice to promote critical thinking.
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## Trauma-Informed

- Supervision should recognise the impact of trauma and incorporate this understanding into supervision practices.

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## Prevention

- Supervision should focus on identifying potential risks early and implementing strategies to prevent harm.

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## Practice

- Supervision should ensure that staff are equipped to protect children and adults at risk effectively.
- Supervision should ensure that practice is uniform, and evidence based to support sound professional judgment and decision making.
- Supervision should provide opportunity to consider the experience of the child/adult at risk, ensuring their voice is heard and reflected in decision making.
- Ensure a child/person-centred approach to supervision and decision making.
- Supervision should guide staff to respond to risks in a balanced and measured way, avoiding overreaction or underestimation.
- Supervision should support staff through serious safeguarding incidents and reviews.

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## Learning

Supervision should provide regular opportunities to:

- Learn from reviews (including Single Unified Safeguarding Reviews).
- Review relevant national, regional and local safeguarding policies, procedures, and protocols.
- Promote Professional Development and access to training, supporting continuous learning and development to enhance safeguarding skills.

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## Partnership

- Supervision should promote teamwork and collaboration among different agencies and stakeholders.

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## Accountability

- Supervision should ensure that staff are accountable for their actions and decisions, and that there is a clear record of safeguarding activities.
- Supervision should ensure that staff take a proactive and consistent approach to safeguarding issues, including escalating concerns where indicated.

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## Safeguarding Supervision - things to consider

- Accurate notes should be recorded during each supervision / 1:1 meeting and these should be recorded on the relevant system.
- Regularity of supervision will take place in alignment with your agency's policy and the date of the next session should be communicated at the end of each session.
- Actions arising from supervision should be SMART – Specific, Measurable, Achievable, Realistic and Time Specific.
- Caseloads and capacity should be reviewed during each supervision.



