

Introduction to Supervision in the context of Social Prescribing and the Link Worker role

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What is supervision?

There are different definitions for supervision as it is used in many different contexts.



“Supervision is about sharing, showing and giving support to help another person make progress and feel comfortable in their work”
(Skills for Care)

“Supervision is a joint endeavour in which a practitioner, with the help of a supervisor, attends to their clients, themselves as part of their client practitioner relationships, and the wider systemic context, and by doing so improves the quality of their work, transforms their client relationships, continuously develops themselves, their practice and their wider profession”
(Hawkins and Shoheit, 2012)

What is supervision?



Supervision benefits:

1. *the learning and development of the supervisee*
2. *the clients of the supervisee and the quality of the service they receive*
3. *the organisations that employ the supervisee in terms of the effectiveness and efficiency of the work*
4. *the ongoing learning and development of the profession*

(Hawkins and Shoher, 2012)

Why do we need it?

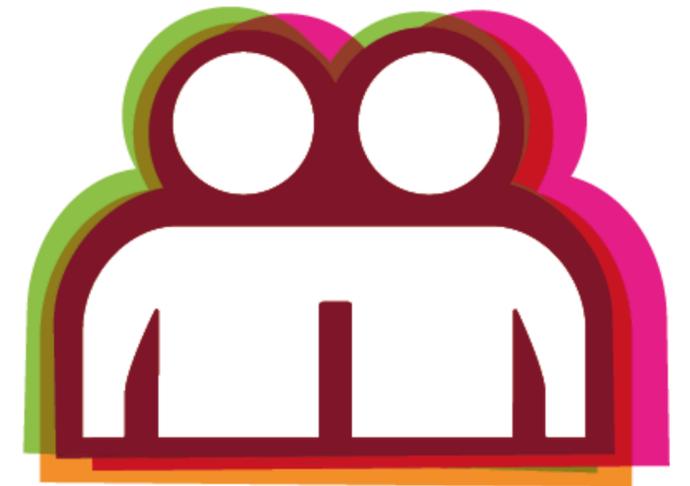
It supports us

Supervision helps us to develop awareness about how we work, gives us support in dealing with client issues, helps us to manage the emotional elements and disclosures brought to us by clients.

It means we are never alone in holding all of the client issues we are working with.

Working on the frontline we are more susceptible to:

- Compassion fatigue
- Burnout
- Overwhelm
- Over-identification/empathy or defend against clients/feel negativity



Why do we need it?

It gives us space to:

Discharge and vocalise our experiences

Express feelings that arise for us

Work out approaches and problem solve

Normalise our reactions

Celebrate what we have done well

The supervision space is private, and nothing will be shared with managers or any other staff.

(The only exception to this is in the event of disclosures that present a risk to clients or others, or a clear legal or reputational risk to the service and/or organisation).



Why do we need it?

Quality and efficacy

How ever good we are at our jobs, we all have blind spots, biases and habits when we approach our work.

Supervision can help keep us on track to ensure we are working within our professional parameters and practicing in an ethical, consistent and equitable way with our clients.



Safeguarding

In our careers we will inevitably be faced with safeguarding issues.

As well as following our organisational protocols supervision allows us to explore the issues, make decisions about whether they constitute a safe guarding issue and support us as we are working with the client.

Different types of supervision

- **Clinical Supervision** – focus on the client work, generally carried out by qualified or trainee counsellors, psychotherapists and psychologists and supervised by a clinician.
- **Supervision for non-clinical staff** – client work of frontline workers, including Link Workers who may or may not work in clinical settings.
- ‘Clinical’ tag derives from original use in clinical settings but is used more widely now given that support of vulnerable people is delivered by a more diverse workforce
- **Peer-led Supervision** – fellow frontline workers, people doing the same/similar role, with agreed structure, roles and responsibilities. Usually with shared, equally ownership.
- One-to-one or group supervision, face-to-face or online

Don't need to get too worried about all of the definitions, it's the process and support that's most important.



What supervision isn't

An operational individual or team meeting

Supervision is not about targets, objectives and measuring outcomes

Therapy

Supervision is not therapy, but staff may wish to discuss personal issues to the extent that these impact on their wellbeing at work.

A Chat or informal catch up with colleagues

Whilst there is no fixed agenda in supervision as such, staff are encouraged to prepare by reflecting on client work, wellbeing needs or any other support needs.

A Test

Supervision isn't there to catch you out or make you feel like you have to prove you are doing a good job and pretend you are not facing challenges



Thank You

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