Case study 'Isabella', evidence 6: Supervision agreement

This contract is between:
NQSW: Isabella Okeke
Supervisor: Paul Bates

The frequency of supervision is outlined in the original learning agreement and this stands.

We have discussed the purpose and nature of reflective supervision and agreed that reflective supervision is characterised by:

- Review / reflective discussion about cases
- Evaluation and reflection on feedback received from people who need care and support
- Consultation / advice and guidance in relation to more difficult cases
- Shared decision making in complex situations
- Discussion about training and development needs
- Provision of support to ensure emotional well-being and professional resilience
- Enabling constructive (two-way) challenge
- Discussion about the relationship between feelings, thoughts and actions
- Discussion about emotional intelligence and reflexivity
- Discussions about theorising social work practice, the use of theory and models in practice and the development of practice wisdom
- Critique of agency policy and procedure
- Review action plan
- Performance against the PCF and progress in terms of evidence generated for holistic assessment

We will review this list within each supervision session as we develop the agenda to ensure that supervision is more reflective.

As supervisee Isabella's expectations of supervision were agreed as:

Isabella's responsibilities for supervision and for preparation prior to each session will be:

As supervisor Paul's expectations of supervision were agreed as:

Paul's responsibilities for supervision and for preparation prior to each session will be:
Equalities issues
Supervision will be based on anti-discriminatory principles and respect for the dignity of both parties and the users of social work services.

Record keeping
All supervision sessions will be recorded on a pro-forma by Paul and passed to Isabella within three working days.

Confidentiality
The recording of personal information will be treated sensitively and the record will contain only that information deemed necessary for effective supervision and holistic assessment of Isabella’s progress against the PCF domains.

Disagreements
Areas of disagreement between us will be recorded on the supervision records. In the first instance we will seek to resolve differences within supervision. However, if they cannot be resolved either of us may refer these to the team manager of the ASYE co-ordinator (depending on the nature of the concerns)

Review of supervision
Supervision session process, content, length, frequency, format and style will be reviewed at each review stage.