



Supervision Provided to Members of Multidisciplinary Teams

ChildHub Final Conference

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This project is funded by:





Regional overview

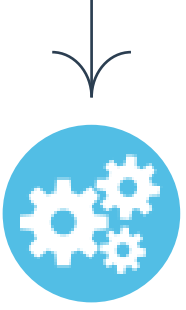
Why we did it?

How we did it?

What we found?

So what?

Questions and comments.



The best supervisor I ever had



"Absolutely amazing things happen in supervision if you really create the context for people to open up. I'm often absolutely amazed and excited by the need that exists and is unmet."



"Sometimes people don't know what supervision is, it is unheard of, it is 'unwalked territory'."

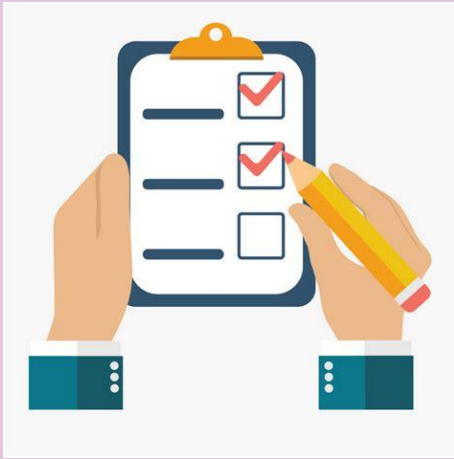


"There are cases which affects us a lot and **nobody** takes care of our emotional part...I suffer a lot and feel affected in various cases."

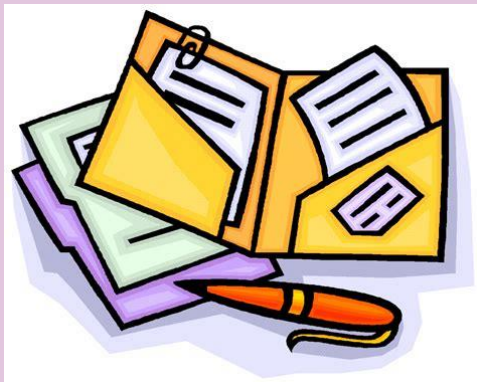


"Supervision is needed because...workers have **significant responsibilities and powers** and need support and monitoring. A space to stop and think."

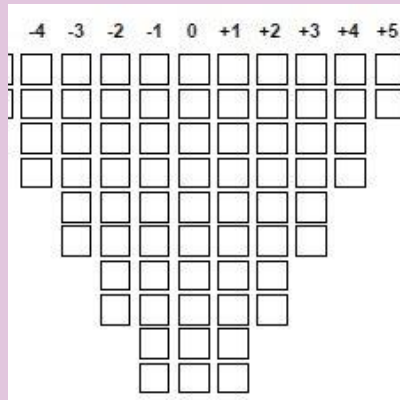




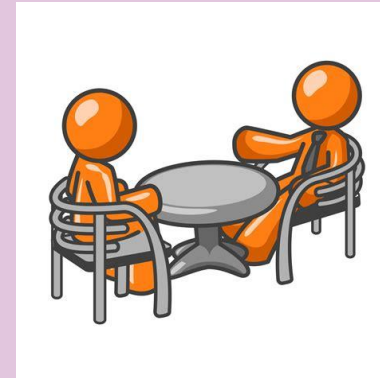
226 surveys



17 documents
analysed



Q-method
interviews

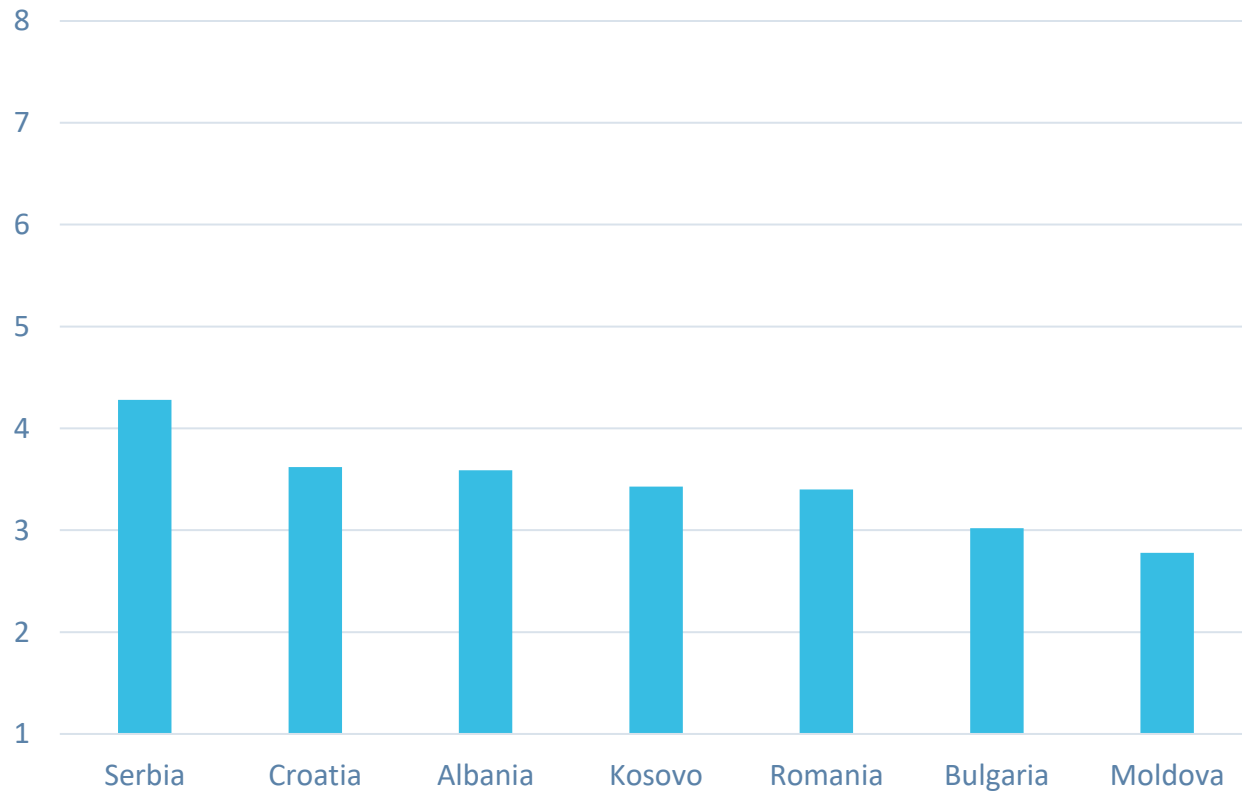


40 interviews with
key informants



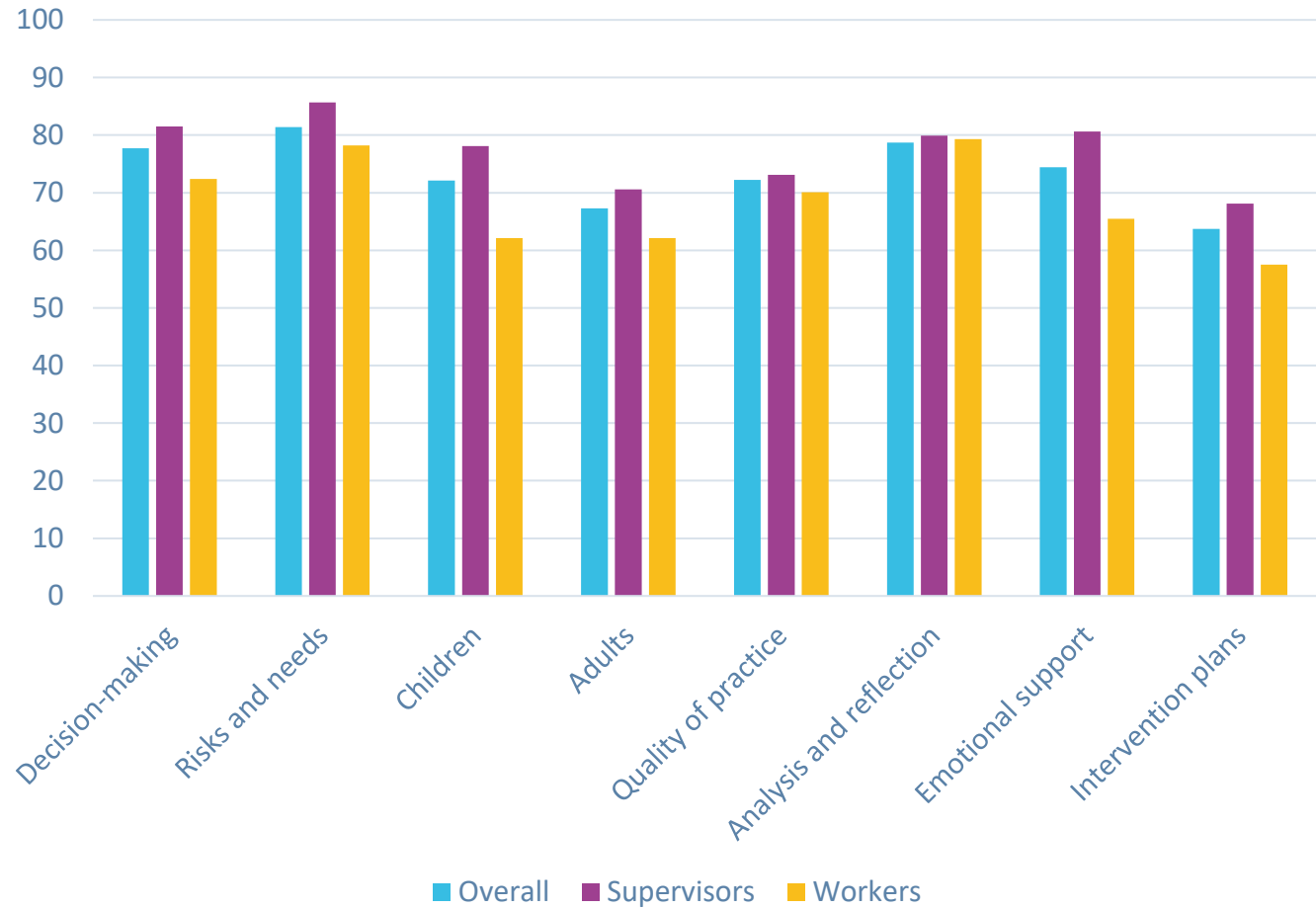
What we found

Sessions of supervision in previous 6 months



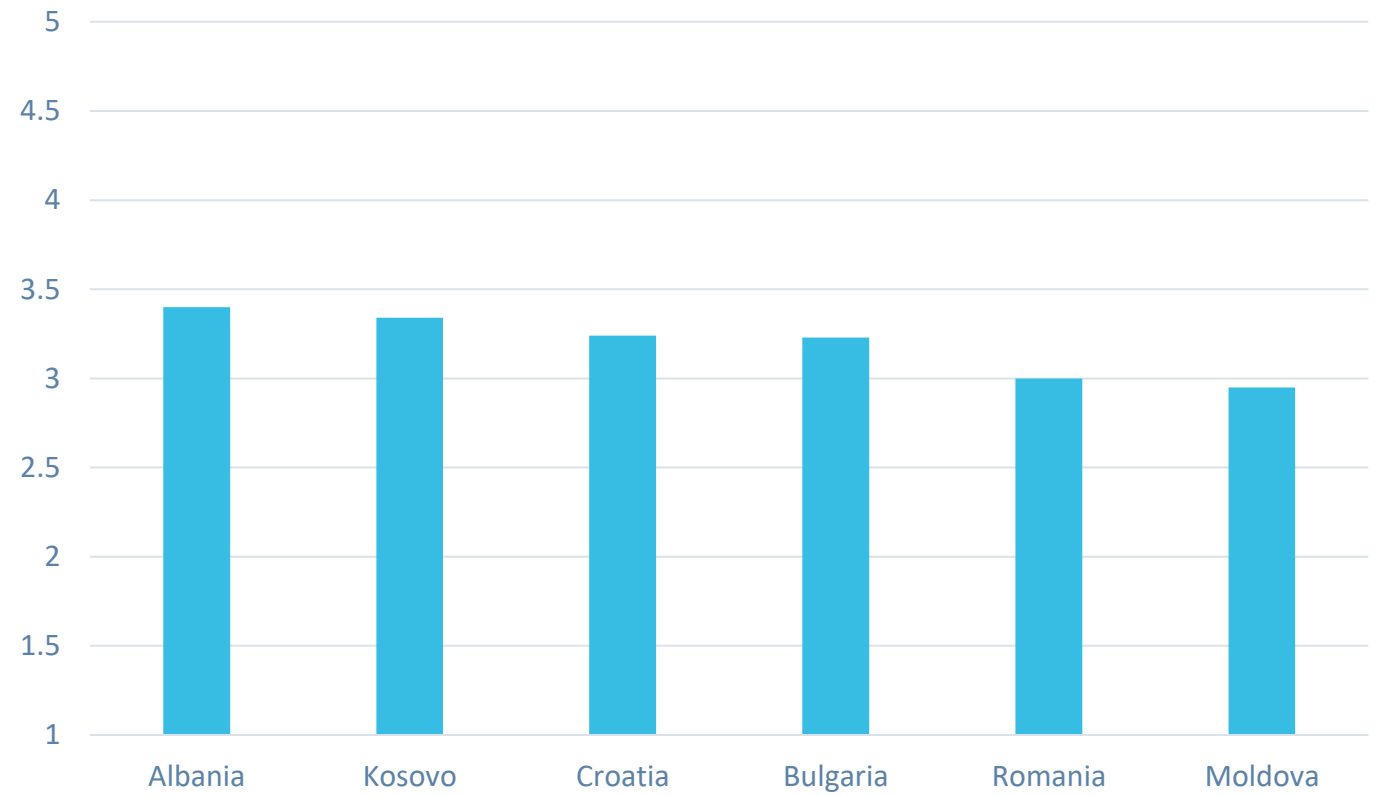


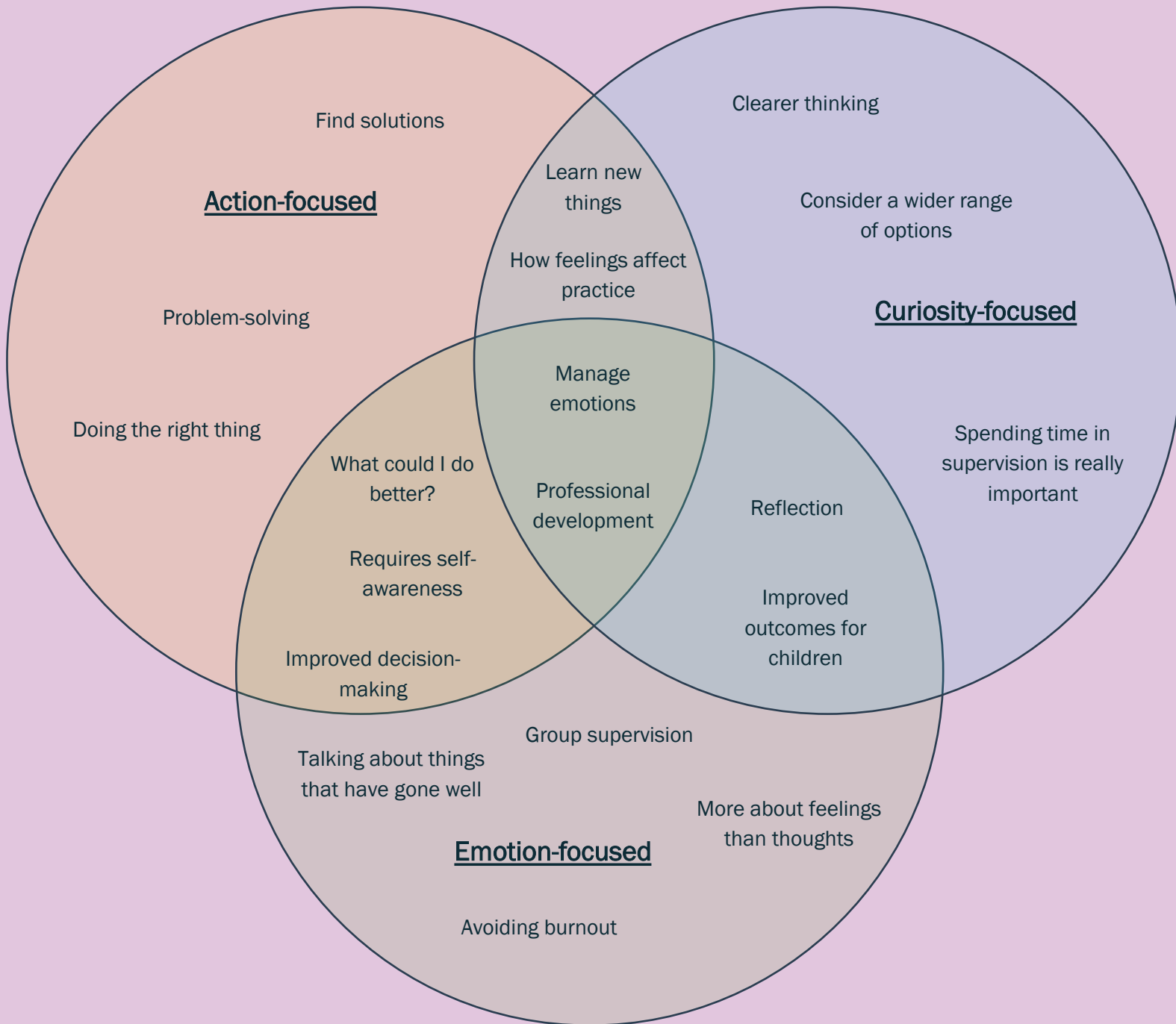
Supervision helps a lot with





Overall helpfulness of supervision





Three different variations of supervision

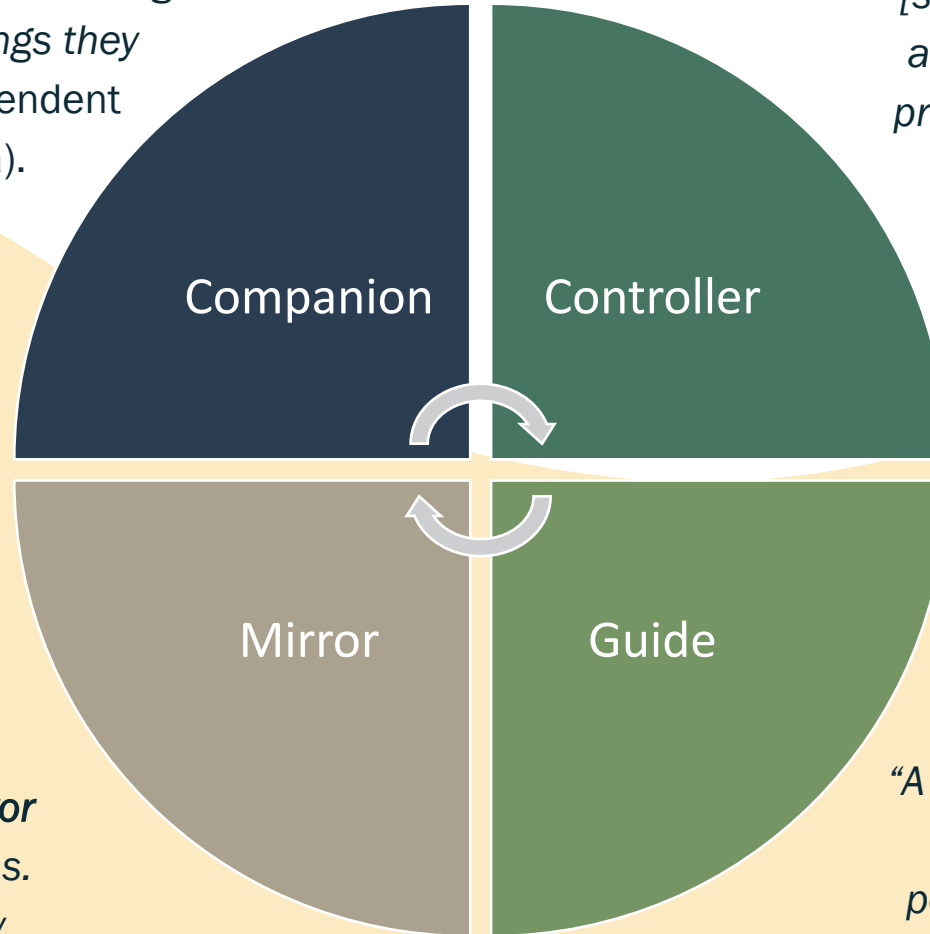


“As someone who has **accompanied** teams working in child protection, I can say that it is important, it’s a safe setting in which they can explore things they might not otherwise” (Independent social worker, Romania).

“I think [there is a] conflict of interest, on the one hand [supervisors] are **controllers**, and on the other hand [they provide] support” (supervisor, Serbia).

Relatively passive

Relatively active



“I’m there to listen and hold a **mirror** up to them and ask them questions. I’ve found that sometimes just by talking about something, things can be set up differently if you ask the right questions” (NGO director, Romania).

“A lot of time, [the worker] doesn’t see other solutions, visions, perspectives...supervision helps you see you are not alone. In my opinion, every person has the need to be **guided**” (NGO child protection officer, Moldova).

Group supervision should be available for all MDTs – facilitates team working and helps families



Clear standards needed in law, with guidance on the 'what, when and how' of supervision



Supervision is not management, and should be separate from it (e.g. external)



More specialist training and education for supervisors





Final thoughts:

If you are a **worker** – ask for supervision; talk to your supervisor about what you need their help with; work on developing a good relationship with your supervisor; tell your manager about what difference supervision has made for you.

If you are a **manager** – ensure supervision for your staff; talk to them about what they need; advocate for secure funding.

If you are a **supervisor** – find out what your workers need help with; ask them what is working / not working; talk to them about other supervision they may be getting; get support for yourself.

If you are a **policymaker** – establish the legal basis for supervision; consult with supervisors and workers; provide guidance on what supervision means; put secure funding in place; training and support for supervisions.





Comments, thoughts, questions?

