

Appendix Seven

11 STEPS: A FRAMEWORK FOR GROUP SUPERVISION

Introduction

It is important to be clear about the purpose of the group supervision before arranging it as this will indicate who should attend, and differentiate it from a professionals (strategy meeting) or family network meeting. If the group supervision is to include other professionals, the purpose of this should be clear for the family and take place with their consent.

Best practice is to have a facilitator and an advisor. The facilitator is the person that talks directly to the Social Worker or lead professional presenting the case. All attendees should come prepared to draft danger statements, safety goals and their best questions. The supervision should be structured and disciplined. The facilitator will ask the questions but will also ask attendees and the advisor to think of their best questions in order for those to be shared. Caseworkers must come prepared with their mapping so far of the case and details about the child's network. Recording of the session is completed by the facilitator or advisor and should be visible to all, for example, on flip chart paper or white board.

The Process:

Preparation for mapping

1. **Introductions**
2. **Genogram:** The facilitator works with the caseworker to draw the genogram getting only basic information at this stage (e.g. names, dates of birth and who is involved with the child).
3. **Why is this an open case?:** The caseworker speaks freely without interruption for approximately three minutes, identifying the key issues. The caseworker's exact words are recorded. While these are being written down the facilitator should also be thinking about a draft danger statement as this will help to guide the mapping.
4. **Caseworker's goal for the session:** How this is expressed is important, as it will directly influence the focus of the session. If the worker is too general e.g. "I want to know what to do next", then the facilitator will need to ask what it is specifically they need help with in order to reach a decision about what to concentrate on next.
5. **Danger Statements:** The facilitator asks everyone to draft a rough working danger statement based on the information they have heard
6. **Safety goal:** The facilitator asks everyone to draft a rough working safety goal, linked to their danger statements. Everyone reads their danger statements and safety goals. This should sharpen the mapping process and focus subsequent questions.

What's working well?

7. The facilitator asks everyone present to write down their best questions to elicit what is working well and pass them over. The questions should focus on existing safety and strengths and should include relationship questions. Good questions are relevant and could be asked of everyone e.g. the child, parents, relatives and professionals.

8. The questions are read out. If the answers are available they are recorded, under safety or strengths as appropriate, and any that the caseworker thinks would be useful to use with the family/network are added to the next steps column.

Safety scaling

9. Everyone thinks/writes down their best safety scaling questions relating to their danger/safety statements. These are read out, and the worker is asked which ones seem most important. These are added to the next steps columns.

Harm

10. The worker is asked to detail the harm that the child has suffered. The harm needs to clearly describe the behaviour that was harmful and address:
 - How bad the harm is: (the severity), how often it has happened and how it has affected the child?
 - Attendees are asked to write down their best questions, including scaling questions in relation to the information they have heard. These are read out and the worker is asked which ones are most useful, which ones they would like to use with the family and professionals and which they would like to map now.
 - Everyone drafts danger statements in words for the family. These can also be developed in words and pictures for the child. All are given to the caseworker.
 - Everyone drafts safety goals in relation to the danger statements and these are passed to the caseworker.

Final Scaling question

11. The facilitator asks the caseworker whether the goal for the session has been achieved, using a scaling question. If the score is low, the worker is asked where the focus should be next. If there is time the process starts over, if no time a date is arranged to reconvene.