



Safeguarding Supervision - Harnessing Dynamic Tension - The 5 Step Planning Process

In Safeguarding, as in life, there is often tension - or anxiety, created in the space between what you want to achieve for children, and what you actually have. In the Empowerment Dynamic* this is reframed as 'Dynamic Tension' - a forward moving positive energy we can harness to create a plan to get us to the outcomes we want.

This is achieved through the 5 point action planning process :

1. Create your **OUTCOME** - this should be as realistic as possible. Try to break down large goals, such 'I want the child to be safe, or happy etc. to something smaller that will take you closer to that big outcome, for example 'to be present in school', 'to engage in one to one work' etc. It should be small, achievable and easily explained and understood by all involved. What does it look and feel like? How will you know you have gotten there?
2. Assess your **CURRENT REALITY** - What do you actually know? How do you know it? If there are gut feelings, acknowledge and try to understand what is driving these. Be as honest as you can here.
3. What **SUPPORTS** your outcome? From the above, in safeguarding terms, what are the protective factors for the child, what are the factors that create or enhance resilience for them?
4. What **HINDERS** your outcome? What are the adverse factors that are creating or supporting the risk to the child or hindering your progress? What is creating or adding to the child's vulnerability?
5. Identify the **BABY STEPS** you can take to build on the supports and address the factors that hinder your progress. Baby steps are small generative actions that will move you closer to your desired outcome. It can be helpful to think in terms of what you can **STOP START CHANGE** in your current approach.

Baby steps are steps that you can take within the next 30 days, and need therefore to be doable by you and within your control!

At 30 days you then repeat the process.

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