

Inspection Top Tips

Supervision

July 2025



Children's Homes Regulations



The registered person must ensure that all employees –

- a) undertake appropriate continuing professional development;
- b) receive practice-related supervision by a person with appropriate experience; and
- c) have their performance and fitness to perform their roles appraised at least once every year.



Regulation 33 (4)

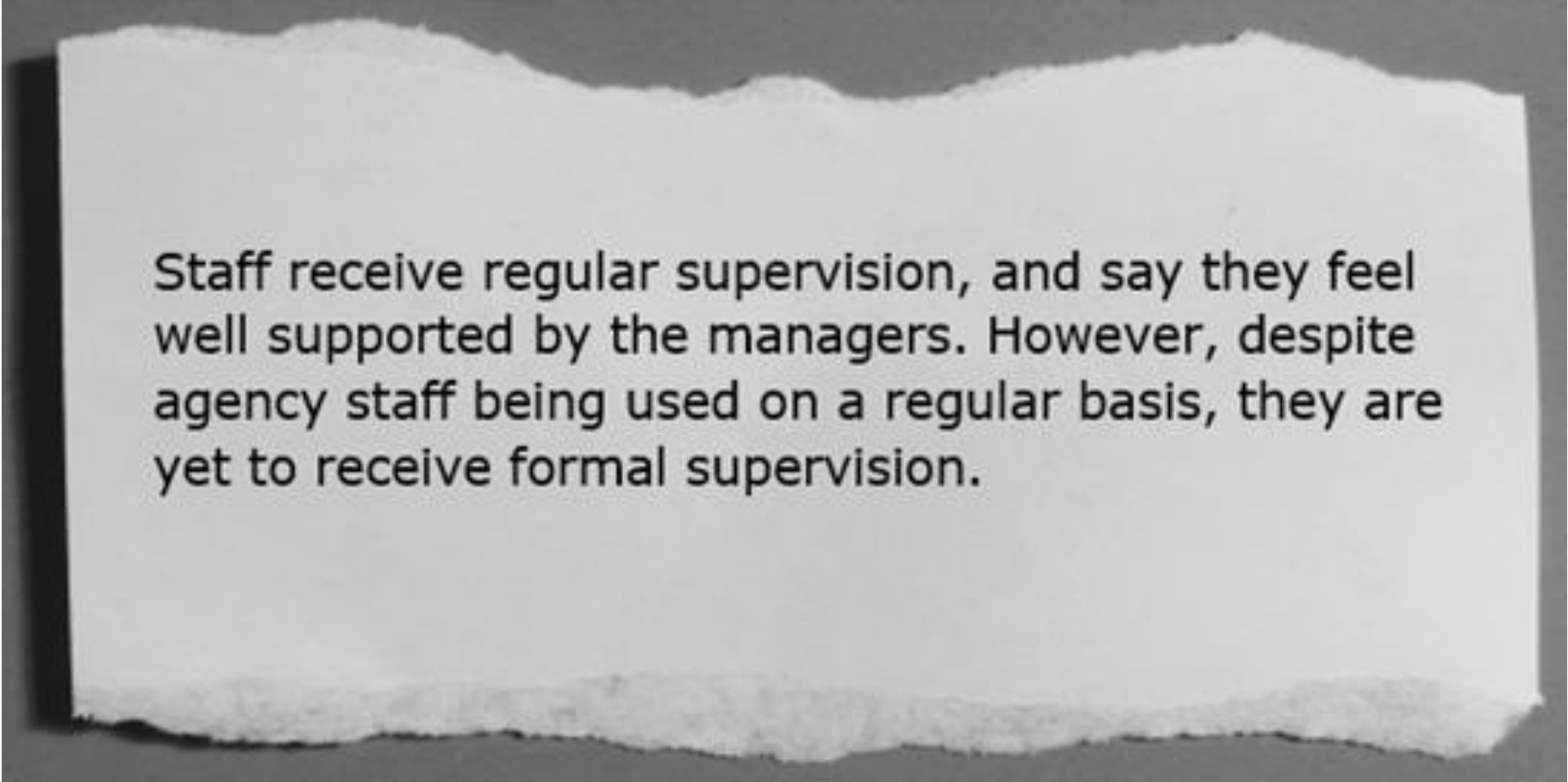


Children's Homes SCCIF Key Elements

- Leaders and managers provide the right supportive environment for all staff, through effective supervision.
- Managers and staff receive regular and effective supervision that is focused on children's experiences, needs, plans and feedback.
- Supervision is recorded effectively.
- Inspection will discuss the quality and effectiveness of practice-related supervision received by the manager and given by the manager to staff.

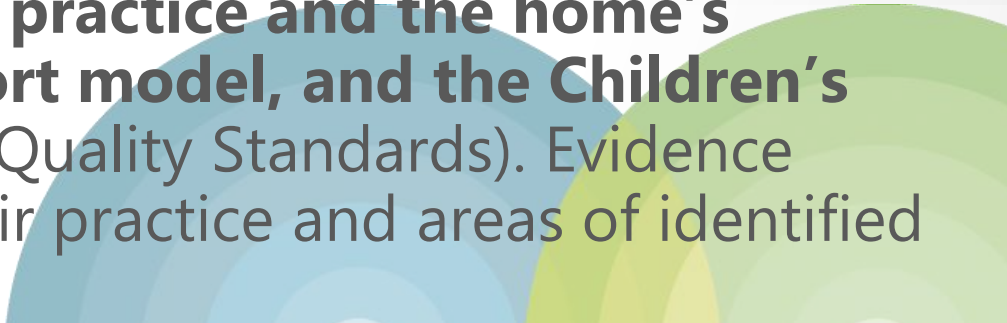


Ofsted comment from inspection

A piece of white paper with a torn, deckled edge is centered on a dark gray background. The paper contains a single paragraph of text in a black, sans-serif font.

Staff receive regular supervision, and say they feel well supported by the managers. However, despite agency staff being used on a regular basis, they are yet to receive formal supervision.

Top Tips...

1. **Set a consistent schedule and book supervision in advance** (e.g., every 4–6 weeks) which is the expectation from Ofsted and avoid booking supervision only when issues arise.
 2. **Create a space where staff feel safe to discuss challenges**, while also reviewing performance, conduct, and adherence to children's care plans. Supervision is not just about what the RM thinks is not working well. Use a set and clear agenda e.g. personal wellbeing, casework, professional development, safeguarding, and performance.
 3. **Link the supervision discussion to daily practice and the home's statement of purpose, behaviour support model, and the Children's Homes Regulations 2015** (including the Quality Standards). Evidence where the staff member is developing their practice and areas of identified training need.
- 

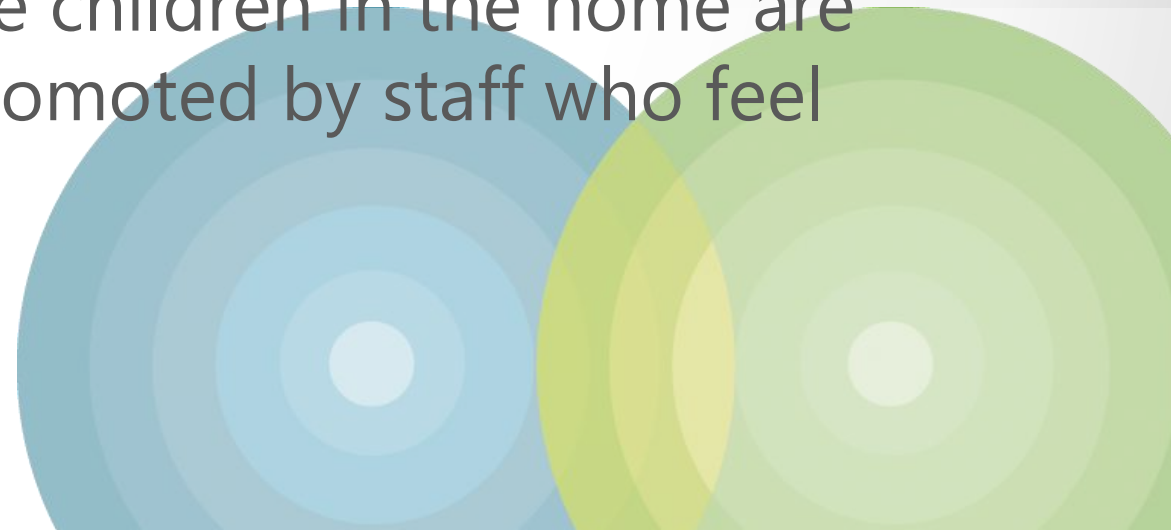
Top Tips continued...

4. **Document supervision discussions clearly, with actions, timeframes, and outcomes.** Staff should read and sign records as evidence that they have understood and agreed any identified actions discussed in supervision.
5. **Use real scenarios to explore how decisions were made, what could be done differently, and how staff can grow in confidence and skill.** This provides an opportunity to develop reflective practice and link practice to theory and research that underpins the values and ethos of the home.



Questions to consider...

- Do staff feel supported by supervision? How do I know this?
- Are supervision records clear, accurate and agreed by both parties?
- Is the time in supervision protected and providing a safe and regular space for the staff to discuss the issues they wish to and provide a platform for progression?
- How is supervision ensuring that the children in the home are being kept safe and their welfare promoted by staff who feel valued and supported?



Supervision training...

This course helps structure and approach supervision using an established supervision model to empower staff and focus on the experience and progress of young people.

Designed by highly experienced senior managers, the course addresses key dilemmas in balancing the needs of the organisation, the employee and the young people to create a different kind of conversation which both supervisees and supervisors find effective.

Next dates:

Our next training date is starting on **18th September 2025, running 9:30am – 12:30pm.**

This course is run over 4 x 3hour sessions, delivered via zoom, costs £264+vat, reduced to **£199+vat for members.**

You can book on to this course using the link below:

[Supervision training](#)

