**Appendix 4 – Supervision Agreement**

**Manx Care Family Placement Service**

**Foster Carer Supervision Agreement**

Supervision is essentially a supportive and enabling two way process

* As part of the ongoing support package offered to Foster Carers they will receive formal supervision. Supervision will be held in line with the requirements detailed in the Fostering Services: Minimum Standards (Standard 22).
* The Hub Home Carer for the Mockingbird Constellation will receive supervision, via the Liaison Worker.
* Supervision supports Carers to ensure they provide foster children with care that reasonably meets those children’s needs, takes the children’s wishes and feelings into account, actively promotes individual care and supports the children’s safety, health, enjoyment, education and preparation for the future.The best interest and welfare of the child(ren) placed with the Carer(s) will remain paramount at all supervision sessions.
* Supervision meetings will have a clear purpose and provide the opportunity to supervise the Foster Carer’s to ensure the Foster Carer is meeting the child’s needs, taking into account the child’s wishes and feelings, and offer a framework to assess the Carer’s performance and develop their competencies and skills.
* Supervision will have a standing agenda including; how the child’s needs are being met/outcomes in the Care Plan being progressed by the Foster Carer(s); providing support and advice; addressing concerns and complaints; viewing Foster Carers daily records/children’s bedrooms; discussing personal issues which may impact on the fostering role including the emotional and practical impact of fostering on them and their family; and the development and training needs of the Foster Carers, including reflective supervision in relation to the impact of trauma on a child’s brain development and behaviour. Specific topics that either party wishes to discuss during supervision sessions can be agreed at the beginning of each supervision session.
* The supervision session will also highlight any action plan(s) and timeframes to ensure completion of the task(s) by either the foster carer or the supervising social worker. This will be reviewed at each supervision session.
* All Foster Carers will have an allocated, named and appropriately qualified Supervising Social Worker who will conduct the supervision sessions.
* Supervision for all carers will be held 4 – 6 weekly and on average supervision sessions will last for around an hour and a half. Supervision may take place more often in accordance with the needs of the Carer(s) and the children.
* Where there are two jointly approved Carers it is good practice that both Carers are seen at every supervision session. However, it is understood that due to other commitments this may not always be possible. Both Carers should be part of the supervision meetings, at least 4 times, during the course of the year and arrangements made to facilitate attendance.
* Supervision will usually take place at the Foster Carer’s home address, however the time and venue will be agreed between the Supervising Social Worker and Foster Carer(s). Supervision should be held in a place of privacy to ensure confidentiality with minimal interruptions.
* Supervision is a right and a responsibility. All parties need to ensure that supervision takes place and is only cancelled in exceptional circumstances. When supervision needs to be cancelled it should be re-arranged within the next 10 days.
* All supervision visits will be recorded by the supervising social worker on a Foster Carer Supervision Record, ensuring all actions are clearly recorded and each supervision record will be signed and dated by all parties. A copy should be left with the carer(s) and recorded on the carer’s file.
* The Supervising Social Worker will complete at least one unannounced home visit annually. They will use this opportunity to check the family home as part of their monitoring and quality assurance responsibilities.
* Foster Carers own children living in the household should be seen separately and spoken to by the supervising worker, at least twice yearly and discussion should be captured with the supervision record.
* Supervision will be conducted in an open, non-discriminatory and non-oppressive way.
* Information from the supervision session will be used to inform the Foster Carer(s) Annual Review.
* Foster Carer(s) supervision records will be audited by the Fostering Service Team Leader on a regular basis.
* Any disagreements or complaints arising from supervision should be resolved by the parties concerned, wherever possible informally (which could include a problem solving meeting); however any matters that cannot be resolved should be processed through the Manx Care complaints procedure.

Additional agreed items:

Standing Agenda:

* Goals and plans agreed upon in the previous supervision.
* Foster family wellbeing; e.g. factors impacting on placement, effect of a placement on the Foster Carer’s own family, health, planned holidays, finance.
* Safeguarding and practice issues, e.g. child sexual exploitation, missing children, positive behaviour and risk management, complaints, allegations and standards of care, praise and compliments, professional relationships.
* Care plan and contact: e.g. views of child / young person, Carers appropriately involved in planning and decision making. Issues of drift to be escalated. Permanency and transition planning to adulthood for care leavers.
* Child or young person’s progress: e.g. wider needs including health, education, emotional and behavioural development, age-appropriate self-care, skill development and boundaries, pocket money and savings.
* Learning and development for the Foster Carers and family.
* Foster Carers’ log/recording which is to be reviewed by the Supervising Social Worker and signed.

This agreement will be reviewed in line with the annual review.

Signed ………………………………………………………...…. Date....................

Supervising Social Worker

Signed ……………………………………………...……………. Date....................

Foster Carer

Signed ………………………...…………………………………. Date....................

Foster Carer