

## Supervision at CSS: FAQs

### **What is Supervision?**

It is an opportunity to talk confidentially about matters that affect work life or private life. The focus is on supporting you in your personal and professional development and in reflecting on your practice.

### **How will I benefit?**

It can help manage the personal and professional demands created by the nature of your work. It could be help with a “stuck” problem, issues from children, conflict with colleagues, work related or personal stress. Nothing is too big or too small.

### **Isn't supervision just counselling by another name?**

No! It has shared features, but the aims and practice are different. The aim of supervision is to find more helpful ways of working for the clients (i.e., the children)

### **Do I have to have a problem to have a problem to have supervision?**

Not necessarily. Reflecting on practice in supervision generates new ideas about how to improve practice and the work environment.

### **Who is supervision for?**

Anyone who works for CSS.

### **Is supervision individual or for groups?**

It is for both. Some people like individual sessions and others like to work in groups e.g., with 1 or 2 colleagues who perform the same task. In the future it could be for larger groups, perhaps across different job roles.

### **Do I have to do it?**

No. It's voluntary.

### **Why use the term “supervision”?**

The word supervision is problematic, as it has many different meanings, often used for management purposes. However, it is a term widely used in the caring professions such as counselling, nursing, and social services, so it makes sense to use the term for CSS.

### **What does the supervisor do with the information told to him / her?**

Nothing. It is entirely confidential (excepting standard safeguarding procedures)

### **What happens in a supervision consultation?**

You talk to the supervisor and together you think about the meaning of events discussed. The focus is on your thoughts: the supervisors' task is to help clarify them.

**How long does it last?**

Depends. A session might be for 15-90 minutes. Frequency varies from one off sessions, to termly, half-termly, bi-weekly, or weekly.

**Where does this take place?**

At whichever centre is convenient.

**What days or times are best?**

Variety of times available.

**Is consultation limited?**

At present no, but as the work develops times may become restricted.

**How do I arrange it?**

Email [anne.alani@css-essex.co.uk](mailto:anne.alani@css-essex.co.uk) or call 07941 872 960

Or

Email [Joanna.phillips@css-essex.co.uk](mailto:Joanna.phillips@css-essex.co.uk)