

Gweithio'n Gytân Ar Gyfer Plant



Working Together For Children

South East Wales Safeguarding Children Board

Multi Agency Supervision Guidance

Date first ratified by SEWSCB:

13th May 2015

Developed by:

Case Review and Practice
Development Sub-Group

Date to be reviewed:

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1. INTRODUCTION

- 1.1 This multi-agency guidance is for practitioners whose work brings them into contact with children and young people who are on the Child Protection Register. The purpose of this practice guidance is to establish a common understanding and a common threshold for intervention, using the multi-agency supervision model. This model will apply to cases where registration continues at the fourth Child Protection Conference / third Review Child Protection Conference **and** to alternative ‘stuck’ cases which may benefit from this intervention.
- 1.2 Supervision is defined as “an accountable, two-way process, which supports, motivates and enables the development of good practice.” (p. 5, Care Council for Wales, 2012¹) The aim of Multi-Agency Supervision is to provide a safe environment for all Core Group members to explore and reflect upon the case with experienced facilitators.
- 1.3 Multi-Agency Supervision is aimed at cases where registration has continued past the point of 15 months. If, after this 15 month point, a decision is made not to hold a Multi-Agency Supervision Event then clear rationale must be discussed and recorded with members at the 4th Child Protection Conference. However, whilst the length of registration period should be a consideration for a Multi-Agency Supervision (MAS) referral, it is important to note that any case which may benefit from this process can be considered for inclusion. This may include the following alternative case examples (this is not an exhaustive list):
- Cases where Core Group practitioners feel ‘stuck’ as to how best to proceed.
 - Complex cases with evidence of drift.
 - Cases with a second (or multiple) period of registration.
 - Cases where there are regular split decisions amongst Core Group practitioners.
 - Cases where Child Protection planning is not coming together.
 - Cases where there are difficult families to work with to avoid de-sensitisation.
 - At the second review where no significant progress is being made.

2. BACKGROUND

- 2.1 Following the neglect audits that were undertaken during 2014 by the Local Learning and Review Groups, a report was presented to the South East Wales Safeguarding Children Board (SEWSCB). One of the themes identified was that of “drift “and often the frustration of staff in trying to move these cases on.
- 2.2 The report suggested a number of actions one of which was to revisit the model of multi-agency supervision to provide practitioners with an opportunity to reflect on these cases with an independent, experienced facilitator.
- 2.3 These multi-agency supervision sessions are not about accessing additional funding/services, but work on the principles of encouraging multi-agency reflection to enhance relationships and the effectiveness of plans, thereby improving outcomes for children and young people.
- 2.4 This model has been operating regionally since January 2015 and feedback from practitioners and facilitators has been very positive. Specific benefits included having the space to reflect with other agencies on the situation and that even though regular meetings took place with professionals from other agencies these were often very task-oriented and did not allow for time to reflect.
- 2.5 This guidance provides a process for implementing this model across the South East Wales region.

¹ Supervising and Appraising Well - A Guide to Effective Supervision and Appraisal for those working in Social Care, Care Council for Wales, 2012.

3. LINKS TO STRATEGY

- 3.1 This guidance has links and should be read in conjunction with the following strategic documents:
- Safeguarding Children: Working Together Under the Children Act 2004
 - Protecting Children in Wales: Guidance Arrangements for Multi Agency Child Practice Reviews, 2013
 - Priority 1 of SEWSCB Strategic Plan Children and young people experiencing neglect

4. THE MULTI-AGENCY SUPERVISION (MAS) EVENT

- 4.1 The process for implementing a Multi-Agency Supervision Event is outlined, in detail, in the flowchart contained in Appendix 1. This indicates what activities need to take place and where responsibility lies for certain actions, both within the period leading up to the Multi-Agency Supervision Event and for the period following the Event.
- 4.2 At the fourth Child Protection Conference / third Review Child Protection Conference, if the decision is to continue with registration, one of the discussion points at the Conference will be that the case should be considered for Multi-Agency Supervision. The child/children at this stage will have been on the Child Protection Register for 15 months. If the decision is made to proceed to Multi-Agency Supervision then this action will sit within the Child Protection Plan and the Social Worker should make contact with the Child Protection Coordinator to progress this. If the decision is made not to proceed to Multi-Agency Supervision then clear rationale should be provided within the Conference minutes.
- 4.3 If the case has not reached the fourth Conference / third Review threshold but is being considered as an alternative referral which would benefit from Multi-Agency Supervision then this should still be discussed at Core Group / Conference and included as an action within the Child Protection Plan.
- 4.4 **Within two weeks of the Child Protection Conference where the MAS referral was agreed,** the Multi-Agency Supervision event will be booked and Core Group practitioners will be invited to attend. As it is considered to be a professional's event the invitation does not extend to include family members. The flowchart contained in Appendix 1 outlines what activities need to take place and by whom.
- 4.5 A pool of appropriately experienced facilitators has been identified. These include individuals who have undertaken Child Practice Reviews, learning / practitioners events and supervision. It is important to note that facilitators have no line management responsibility for the practitioners involved in these cases and therefore will not have managerial oversight. The Business Unit will identify independent facilitators and invite them to the Multi-Agency Supervision event. All professionals involved in this process must be aware that the record of these sessions might be produced in any future court process.
- 4.6 The necessary paperwork, including Initial and Review Child Protection Conference minutes, recent Core Group minutes and current Child Protection Plan, should be sent by the Social Worker to the Child Protection Coordinator / Safeguarding Manager at least one week prior to the Multi-Agency Supervision Event. The Child Protection Coordinator / Safeguarding Manager will then send these documents to the Business Unit so that the facilitators can be fully briefed prior to the event.
- 4.7 **Within six weeks of the Child Protection Conference where the MAS referral was agreed,** the Multi-Agency Supervision event will take place. The focus of the meeting will be to support the Core Group practitioners in reflecting on the current situation and the current child protection plan and in identifying ways forward. One option for the Multi-Agency Supervision process is for facilitators to apply the Signs of Safety model (Appendix 4). Participants will be

offered the opportunity to feedback on the event using the form contained in Appendix 2. These should be returned to the Business Unit by the Facilitators. Any decisions or actions which arise from the Multi-Agency Supervision event need to return to Line Managers and Core Groups / Conferences.

- 4.8 A facilitator meeting will be held before and after the Multi-Agency Supervision event to prepare, to de-brief and to identify and allocate actions within appropriate timescales.
- 4.9 **Within two weeks of the Multi-Agency Supervision (MAS) event**, a Summary Report (contained in Appendix 3) will be completed by the facilitators and will be sent to the child's Social Worker, the SEWSCB Business Unit and to the Conference Chair. This indicates what actions have been set and will enable the Business Unit to monitor the process. A copy of this report must be placed on the child's file and shared as appropriate at the next core group or child protection conference which ever comes first.
- 4.10 The transfer and storage of child protection information (conference and core group minutes), as it crosses agency boundaries, needs to be sent via GCSX or password-protected, using a standard password which is generated by the Business Unit. Facilitators and the SEWSCB Business Unit will not retain any child protection information (other than basics, such as name and area) on children following review period.
- 4.11 From the point of Conference, where the decision is made to progress to a Multi-Agency Supervision event to the point when the Summary Report is received by the Business Unit, the timescale should be no longer than 8 weeks.

APPENDIX 1 FLOWCHART FOR MULTI-AGENCY SUPERVISION

Case automatically meets threshold for consideration of a Multi-Agency Supervision when continuing registration is agreed at 4th Child Protection Conference / 3rd Review Child Protection Conference (equivalent of child being on the CPR for 15 months). Other 'stuck' cases may be considered for inclusion as outlined in paragraph 1.3

- Conference Chair instructs that an action of the Child Protection Plan is that the case be referred for Multi-Agency Supervision.
- The Social Worker then notifies the Child Protection Coordinator / Safeguarding Manager.



Within 2 weeks of the Child Protection Conference where the MAS referral was agreed, the Child Protection Coordinator is to:

- discuss the case with the Family Social Worker,
- identify individuals involved in the case,
- identify a date for Multi-Agency Supervision, in consultation with the Business Unit. (*Optional – Multi-Agency Supervision can take place following a Core Group meeting where agencies are already in attendance*)
- ensure that the Family Social Worker books a suitable venue.



- Business Unit to source facilitators.
- Social Worker to invite professional Core Group members (family members are not included).



- **One week before** the Multi-Agency Supervision Event, the Child Protection Coordinator / Safeguarding Manager receives the Initial and Review Child Protection Conference minutes, recent Core Group minutes and current Child Protection Plan from the Social Worker and sends these to Business Unit.
- Business Unit to forward these documents to the facilitators.



Multi-Agency Supervision Event

- Prior to the Multi-Agency Supervision event – facilitators to meet to prepare meeting structure and share early views.
- Immediately following the Multi-Agency Supervision event – facilitators to meet to debrief and to agree on how the facilitators record will be completed (to include who will complete the Summary Report (appendix 3) and send to Business Unit)



- **Within 2 weeks** following the Multi-Agency Supervision event, the completed Summary Report to be sent to the child's Social Worker, Conference Chair and Business Unit.
- The completed Summary Report is to inform the Core Group and next Conference discussions and records.

APPENDIX 2



**MULTI-AGENCY SUPERVISION (MAS)
PARTICIPANT FEEDBACK FORM**

Local Authority Area where MAS Event took place:		Date of Supervision:
Name of Facilitators:		
Your name:		
Your agency:		
Your job role:		
1.	What did you find most useful about this event?	
2.	How could this event be improved?	
3.	Were there any barriers to your participation? Yes / No Please comment:	
4.	Please comment on the overall process and your experience of this event (including facilitator style, where relevant)?	
5.	What will you take away with you or do differently, as a result of this event?	
6.	Final Comments: <i>(continue overleaf if applicable)</i>	

APPENDIX 3



**MULTI-AGENCY SUPERVISION (MAS)
Facilitator's Summary of MAS Event**

1.	Date of MAS event	Date:
2.	Did all relevant workers attend? If not, which agency was missing? Reason given:	Yes No
3.	Record of discussion:	
4.	Facilitator's Comments / Observations:	

5.	Please return this report to the child's Social Worker, Child Protection Conference chair and the SEWSCB Business Unit 2 weeks from the date of the Multi-Agency Supervision Event.	Date returned to Business Unit:
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Signed:

Date:

Local Authority:

APPENDIX 4



Multi-Agency Supervision (suggested model)

Introductions

- Purpose and aims of the Multi-Agency Supervision

Story of the case so far

- What has brought us to this point?
- Any key central dilemmas / issues?

Signs of Safety Model

<u>Protective Factors / Strengths</u>	<u>Risk Factors / context of Sig Harm</u>
<u>Grey Areas</u>	<u>Complicating Factors</u>

Additional Qs for consideration

- What is going well?
- What has changed over the registration period? What feels different? What feels stuck?
- What does a positive outcome look like? What are we trying to achieve?
- Do you consider the inter-agency working together to be effective? What is helping? What are the barriers if any?

Closing

- Where to next?
- Feedback to family
- Any actions to take forward?
- Evaluating the supervision