

Safeguarding Supervision

What is safeguarding supervision – and why does it matter?

Supervision is more than a routine check in. It's a dedicated space where staff working with children, young people and adults can reflect on their decisions, feelings and practices.

It is necessary for all who work in these types of roles, be it statutory or non-statutory.

It ensures that your safeguarding work isn't just reactive but thoughtful, supported and aligned with your procedures.

Without it, staff face isolation, inconsistency and increased risk - to self and others.

A strong supervision process supports the front line, improves outcomes for those you work with, and helps your organisation build a proactive safeguarding culture.



The risk of not having supervision

Without proper supervision:

- **Staff may work in silos**, make **inconsistent** or undocumented **decisions**, or feel unsupported — which can **increase** the **risk** of safeguarding **failures**.
- **Practices** may **drift** away from your **policy** or statutory requirements, leaving **gaps** in protection for those you work with or support.
- **Oversight** will be **missing**, and early signs of concern will slip through the cracks and grow into more **serious** issues.

The benefits of supervision

- **Supports staff wellbeing and confidence:** Supervision helps manage complex emotions, reduce stress and increase competence when dealing with safeguarding challenges.
- **Ensures process, procedure and policy are followed:** Through structured review, it keeps practice aligned with your stated standards and helps prevent drift toward informal, undocumented decisions.
- **Connects senior leadership with practice:** It brings real-world safeguarding issues into organisational oversight — making sure the way things happen day-to-day is visible and reviewed.
- **Builds an organisation-wide culture of safeguarding:** Rather than seeing supervision as optional, it becomes a key pillar of your safeguarding framework and continuous improvement.

Supervision pricing

Individual 1-2-1

- 90-mins session
@ £160 per person

- ✓ **Highly Recommended!**
- ✓ *Includes an element of coaching & mentoring*

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- 60-mins session
@ £110 per person

Group

- 90-mins to 120-mins
@ £65 per person

- ✓ *Ideal: 4-6 people*
- ✓ *Max: 8 people*
- ✓ *Can be open or closed group, depending on client needs*

Hybrid

- 6 Group
+
- 2 individual 1-2-1 sessions

@ £620 per person

Our approach to supervision

We support organisations to set up and embed a supervision framework that works.

This includes:

- ✓ **One-to-one** or **group** supervision for staff working directly with vulnerable groups.
- ✓ **Regular sessions** — frequency can be tailored to your setting.
- ✓ **A reflective, action-oriented model** - We work with established supervision approaches (such as the 4x4x4 model) to ensure each session is purposeful and trackable.
- ✓ **A full record-keeping system:** after each session we provide a clear summary and outcomes which can be referenced in case files or team review.
- ✓ **Training supervisors** and embedding supervision into your policy suite so that it's sustainable, not just a one-off exercise.

Further information...

- ✓ All sessions will be agreed on a rolling **8 session** basis.
- ✓ **Delivery options:**
 - face to face
 - online
- ✓ **Packages:**
 - If the client commits to a **block of 8** individual 121 sessions up front, you will receive a **20% discount**
- ✓ A **free**, must have 'suitability' call (30 minutes) must be completed with the potential supervisee before supervision can be agreed.

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