Job Profile Reflective Practice Supervisor

Reporting to Head of Safeguarding

Service Area Core

Location Brighton & Hove, East Sussex & West Sussex/ remote

# Job Purpose

As a Reflective Practice Supervisor for YMCA DLG you will offer a social care model of Reflective Practice Supervision sessions to groups and individual practitioners across our organisation with a primary focus on supporting frontline staff and managers within our supported accommodation projects. You will work closely with both the Head of Safeguarding and Head of Therapeutic Services to develop and deliver our Trauma Informed approach across the organisation as well as liaising regularly with the RPS Team around attendance, bookings and all supervision administration.

This role is part time, working 22.5 hours flexibly over the week. Groups are run either face-to face or over Teams depending on locality and team requirements.

# Organisational Purpose

Our vision is…

#### Our values are to welcome all, to support, and to inspire

# Project Overview

YMCA DLG is committed to supporting the wellbeing and safe practice of all staff within the organisation. An important element of this work is the delivery of reflective practice supervision (RPS) groups to those working within our services.

RPS provides a valuable and focussed space for staff to reflect, observe, process and learn in relation to their experiences at work. It enables staff to connect with their peers and receive professional oversight from a qualified practitioner or clinician, around areas of performance and practice. It is also an opportunity to examine how personal circumstances, the culture of the organisation and team dynamics may impact or intersect with professional practice, in a supportive, confidential and neutral space.

Facilitating RPS groups requires a variety of skills, knowledge and understanding in order to provide a safe, constructive and reflective space. In order to develop this next stage of our Trauma Informed journey we are looking for practitioners with a social care and/or social work practice education background to facilitate our RPS groups.

*YMCA DLG requires all staff and volunteers to be committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and to respond proactively to safeguarding concerns.*

*Successful applicants are required to undertake an Enhanced Disclosure via the Disclosure and Barring Service (DBS)*

# Responsibilities

1. To offer formally scheduled, contracted reflective practice supervision groups and 1-1 sessions to staff working in our projects.
2. To provide support to staff across the organisation in response to critical safeguarding or child and adult protection issues as directed by Senior Managers and the RPS Team
3. To provide additional one to one reflective practice supervision support at times when an individual may need extra support, as determined by service managers and the RPS Team.
4. To have communication with supervisees’ line managers if there is a practice/clinical concern or in matters of organisational responsibilities.
5. To feedback attendance to the RPS Team, highlighting issues of non-attendance or disengagement
6. To accurately maintain a confidential record of discussions.
7. To attend regular line management meetings.
8. To attend supervision of supervision.
9. To be involved in the development and delivery of appropriate staff development and training.
10. To attend YMCA DLG mandatory training and abide by our policies and procedures on Safeguarding, Health and Safety and Diversity & Inclusion.
11. To attend appropriate continuing professional development and training events and be committed to team events.
12. To support, promote and work in accordance with YMCA DLG’s Aims and Purposes.
13. Comply with all YMCA DLG policies and procedures (in particular: Safeguarding Children and Adults, and Diversity & Inclusion), and always abide by the Code of Conduct.
14. Carry out any other appropriate duties as directed by the manager to support and promote the work of YMCA DLG in accordance with the post holder’s capabilities.

# Person Specification

## Experience

* Experience of working within or alongside children and adult social care settings.
* Experience of working within legislative frameworks.
* Proven experience in safeguarding children, young people and vulnerable adults.
* Delivering interventions and achieving change with complex and challenging children, young people and adults.
* Experience of working in/with supported housing projects and youth focused services.
* Experience of supervising within social care frameworks

## Skills & Abilities

* Strong organisational and time management skills.
* Think systemically.
* Ability to work effectively and professionally with supervisees and to provide containment, support and advice.
* Confident and effective challenge and influence of staff, including those senior to the postholder.
* Excellent communication skills with the supervisees, the organisation and the external environment
* A strong ability to work as part of a fast-paced organisation

## Education and Training

* Qualified Social Worker / Stage 2 Qualified Social Work Practice Educator and/or Recognised Diploma or Degree in Counselling or Psychotherapy
* Recognised qualification in Supervision
* Currently practicing as a Supervisor or Social Work Practice Educator, or have had this experience within the last three years.

## Knowledge

* Knowledge and understanding of reflective practice supervision and theories of social care.
* Understanding of Trauma Informed Practice.
* Understanding of Equal Opportunities and the diversity and differences encountered in our client groups.
* Knowledge of local partner agencies & referral routes and an understanding of partnership working
* Up-to-date awareness of the Law supporting Child Protection & Safeguarding Vulnerable Adults.

## General

* A commitment to the aims and values of the YMCA DownsLink Group

# Employee Declaration

I confirm that I have read, understood and agree to the expectations of the role as outlined in this job profile

**Name: Signed: Date:**