

Contents

1	Introduction	1
	What do we mean by supervision?	1
	How do supervising social workers view their role?	2
	What does this guide cover?	3
<hr/>		
2	Legislative and procedural framework	4
	The early days of fostering	4
	Fostering regulations	5
	National Minimum Standards	7
	The practical implications for supervising social workers	8
	Summary	10
<hr/>		
3	Messages from research and practice	11
	Messages from research	12
	Messages from practice: case reviews	14
	Professional curiosity	19
	Practical application of the lessons learned	20
<hr/>		
4	Establishing the supervision role	22
	Establishing visiting patterns	22
	Supervision agreements	23
	Balancing the need to challenge with the need to provide support	25
	Prioritising and preparing for supervision	26
	Record-keeping practices	28
	Identifying and adapting to foster carers' learning styles	29
	Supervision models	30
	Additional issues to consider	33
	Summary	37
<hr/>		
5	Supporting foster carers to understand their role	38
	Providing inductions	38
	Creating working relationships with foster carers	41
	Providing key information to foster carers	43
	Providing foster carers and their families with support	50
	Summary	54

6	Reviews	55
	Why foster carer reviews are needed	55
	Preparing review paperwork	56
	Chairing a review	57
	Supporting foster carers prior to first reviews	58
	The fostering panel	59
	Subsequent reviews	60
	Summary	61
<hr/>		
7	Providing supervision – training and development	62
	Training and development requirements for foster carers	62
	Supervising training and development in practice	64
<hr/>		
8	Providing supervision – case management	69
	Preparing foster carers for a placement of a child	69
	Placement planning meetings	70
	Bridging the gap between foster carers and other professionals	73
	Direct involvement with the child in placement	78
	Supporting foster carers with transitions	79
	Supporting foster carers to manage challenging behaviour	84
	Assisting foster carers to assess outcomes for children	89
<hr/>		
9	Providing supervision – cultural competency	91
	Supporting foster carers looking after young people from different ethnicities	92
	Supporting a young person’s cultural identity	94
	Supporting foster carers who are looking after LGBTQ+ young people	96
	Supporting foster carers to address issues of discrimination or bullying	98
	Summary	100
<hr/>		
10	Challenges for supervising social workers	101
	Safeguarding matters	101
	Resistant carers	113
	Flexibility with family and friends carers	114
	Flexible solutions for mainstream carers	116
	Compassion fatigue	116
	Endings and disruptions	119

11 Conclusion	123
References	125
Appendix 1: Unannounced visit form	131
Appendix 2: Compassion satisfaction and compassion fatigue (ProQOL) questionnaire	133
