

# Newly Qualified Social Worker - Supported Year

## 7-eyed supervision model template

Developed from- Supervision in the helping professions by Peter Hawkins and Aisling McMahon (2020) 5<sup>th</sup> edition by OU Press.

This simple two-page template can be used and adapted to supplement organisational processes. It may help to prepare for supervision and also be used by supervisors to make sure sessions balance the variety of needs of NQSWs. It will also support the use of the NQSW standards and ethics to scaffold consolidation of learning during the supported year.

We suggest recording broad themes on the first part of the form to prompt and remind you to raise these issues during supervision. On the second part of the form you may record discussions and actions.

N.B. This form should be a development tool and is not intended to replace an NQSWs local procedures for recording of supervision. Writing any data identifying others on this form, subjects it to all usual data compliance regulation and employer case recording and governance procedures.

### 1: The people using services – what & how they present

**Standard: Communication, engagement and relationship-based professional practice**

**Related: Ethics, values and rights-based practice**

**Ethics:** Respecting Diversity, Honesty and Integrity

**Goal:** Helping NQSWs unpack & formulating the issues

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### 2: The NQSW's strategies and interventions

**Standard: Promoting wellbeing, support and protection**

**Related: Use of knowledge, research and evidence in practice**

**Ethics:** Human Rights and Dignity, Social Justice

**Goal:** Increase the NQSW's options & addressing the reasoning and timing

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### 3: The relationship between NQSW and the people using services

**Standard:** Self-awareness and reflexivity

**Related:** Communication, engagement and relationship-based professional practice.

**Ethics:** Participation and coproduction, Self-determination

**Goal:** Reflecting on and using an external perspective on interpersonal & professional dynamics

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### 4: The NQSW's skills and wellbeing in relation to their role

**Standard:** Professional leadership

**Related:** Self-awareness and reflexivity.

**Ethics:** Respecting Diversity, Self-determination

**Goal:** Resilience and wellbeing issues for the NQSW as well as professional judgements

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### 5: The supervisory relationship

**Standard:** Working with complexity in unpredictable and ambiguous contexts

**Related:** Promoting wellbeing, support and protection

**Ethics:** Participation and coproduction

**Goal:** Regular review of the effectiveness of supervision and caseload dynamics

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### 6: The supervisor offering support from their own experience/learning

**Standard:** Critical thinking, professional judgement and decision making

**Related:** Use of knowledge, research and evidence in practice

**Ethics:** Honesty and Integrity

**Goal:** Responses to the NQSW & sharing the supervisor's own concerns or relevant experience

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7: The wider contexts in which the work happens

**Standard: Professional leadership**

**Related: Critical thinking, professional judgement and decision making**

**Ethics:** Social Justice, Partnership

**Goal:** Organisational, professional and societal issues including Codes of practice, Codes of ethics, local policies & inter-agency relationships

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Modes	Bullet point summary of discussion	Decisions/next steps