

25 Things to Consider (Supervisor/Manager)

Supervisor and Manager		
Assess your own knowledge and skill base before discussing with practitioners		
Recognising Abuse and Harm		
1	Knowledge and skills to recognise bruising that may be indicative of a non-accidental injury? Particularly pre-mobile baby!	
2	The heightened risk/impact where Domestic Abuse, Mental Health and substance Misuse are present ? (Trilogy of Risk)	
3	Risk/Harm is dynamic-? Using Thresholds guidance to determine an changes to from need to risk	
4	Do you/they have the knowledge and skills to recognise a child/young person's underlying vulnerability to child sexual abuse and exploitation and recognition of early indications of CSE ?	
5	Are you/they up to date with the latest developments in 'on line safety'?	
Procedures		
6	Referral procedure in the case of a pre-mobile baby with injuries/bruising ?	
7	Is there a clear plan (including contingencies) where a suspected non accidental injury has taken place?	
8	Recording reflects the work undertaken including the voice of the service user and evidence based decision making? Are your discussions and decisions recorded?	
Direct Practice		
9	Are you/they aware of any history that may impact on parenting e.g. .they were a Looked after child	
10	Confidence in asking challenging questions about very sensitive matters? E.g. Domestic Abuse, Sexual Exploitation	
11	Recognise evasion and disguised compliance ? What tools do they have to deal with this?	
12	Encourage staff to 'walk in the shoes' of the children or vulnerable adult in this family? What would their lived experience look like?	
13	Is there a Young Carer in the family?	
14	Is the parents/carers agenda dominating? Who is doing all the talking?	
15	Where the child/parents/vulnerable adult/carers whose first language may not be English understood the risks/safety plan? What has been done to address this?	
16	Is information available in easy read /picture format for parents who may have a learning disability?	
17	What might assist in seeing the whole picture in a complex situation (Genograms and Ecomaps)	
18	Is there evidence of 'weighting' information/observations correctly – Are the signs of safety really mitigating against risk and can this be	

19	Are the men associated with the family 'visible'? Involve them at all stages..	
Multi-Agency Working		
20	Has information been share with all the relevant workers involved in this case?	
21	Are the right people participating in strategy and multi-agency meetings? Has the worker missed meetings they should have attended?	
22	Is there a shared understanding of the risk? Do they understand the responsibilities of other members of the core/ multi-agency group?	
Reflecting on Practice		
23	Have they had time to reflect to mull over the experience and learning from it, in supervision, pods for example, or in discussions with	
24	Is familiarity with this case a risk to recognition of significant changes?	
25	Are they feeling confident and comfortable working with this family? If not why not? Is this a gut instinct telling you	

Notes