Job Profile Reflective Practice Supervisor

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| Reporting to | Head of Therapeutic Services | Job Level: |
| Service Area | Therapeutic Services | - Entry level/Ancillary  - Service Delivery  - First Line Manager/Qualified Practitioner/ Specialist  - Manager/Clinical Supervisor/Senior Specialist  - Senior Operational Management  - Strategic Leadership |
| Location | Reed House, Hove East Sussex | |
| Contract | Permanent | |

# Where you fit

# Job purpose

As a Reflective Practice Supervisor for YMCA DownsLink Group 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 across our services. You will work closely with both the Heads of Safeguarding and Therapeutic Services, as well as our Clinical Leads 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.

# About us

We help children and young people have a fair chance to be who they want to be. We do this by providing a safe home, increasing life skills and self-confidence, and improving emotional wellbeing and mental health. Each year, we support thousands of children and young people up to the age of 25 across Sussex and Surrey. We offer support in three service areas:

• Housing provision and sustaining accommodation

• Specialist information, advice and support

• Emotional wellbeing and mental health

We are a member of the YMCA Federation of England & Wales and are guided by their vision of ‘transforming communities, so all young people can belong, contribute & thrive’. This vision reflects the original Christian foundation of the YMCA movement, but with a clear emphasis on being an inclusive organisation. Our values - we welcome all, we inspire, we support, and we speak out - guide us in all our actions.

# Responsibilities

## Service Delivery

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.

**General**

1. Work to our vision, mission and values
2. Be committed to continuing professional development and utilise Reflective Practice Supervision as part of leading Psychologically Informed practice
3. Comply with our policies and guidelines on safeguarding, health & safety, data protection and equity, diversity and inclusion, attend mandatory training, and abide by our Code of Conduct
4. Carry out any other duties as may reasonably be required by YMCA DownsLink Group, including deputising as appropriate in areas relevant to own responsibilities

# Person Specification

## Knowledge and experience

* A strong team player who can support and challenge colleagues appropriately
* 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
* 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.

## Skills and 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

## Qualifications and Training

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

# 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:**