

# Reflective, supervision, coaching and mentoring for social care leaders

## for Social Care Leaders

- Data Services
- Performance Frameworks
- Research

The impact of effective leadership in Children's Services cannot be underestimated. One of the common traits acknowledged by Ofsted within strong performing local authorities is the development of reflective supervision that provides challenge in a constructive and structured way.

This increased confidence among the workforce that good decisions were being made which were improving outcomes for children and families.

C4EO has provided coaching and mentoring programmes that have focussed on embedding coaching techniques and improving the skills of managers in delivering challenging and reflective supervision to enhance decision making.

### Elements of the programme include:

- Evaluate, and improve, the quality of supervision delivered by Senior Practitioners by observation of sessions and delivery of critical feedback.
- Embed the learning achieved via the Strengthening Supervision training provided by Child Centred Practice.
- Increase professional challenge/curiosity and defensible decision making amongst Senior Practitioners.
- Increase consistency and effectiveness of supervision amongst Senior Practitioners.
- Increase ability amongst Senior Practitioners to challenge and manage the turnaround of inadequate practice.
- Provide an Active Learning Quality Assurance process.
- Design and embed a sustainable process of quality assuring supervision alongside the work completed by the audit team.
- Provide a diagnostic to inform Senior Management of the overall quality of supervision delivered by Senior Practitioners and identify future development requirements.

For more information and to find out how we can help you with your specific requirements please email us at [contactus@c4eo.org.uk](mailto:contactus@c4eo.org.uk) or call 020 7833 6825.

*C4EO is a not-for-profit organisation and operates on a cost-recovery basis. This allows us to keep all of our costs at an affordable level, whilst providing the highest quality service.*

### C4EO's service is guided by the following principles:

- *All support must be evidence-based and add value.*
- *We work with services and agencies ('not doing to' or 'doing for').*
- *All support leaves a legacy of sustainable improvement through building local capacity.*