

## Sanctuary Reflective Supervision

We all get busy and sometimes Supervision gets bumped, or for many it might be the last thing they want to do, and for some it can create fear and anxiety. Supervision needs to evidence the Sanctuary 7 Commitments, Anglicare Values and the five kinds of Sanctuary Safety.

### **Remember:**

**Psychological Safety means staff can speak up, share their feelings, share ideas, ask questions and make mistakes without fear of humiliation or retribution.**

**Cultural Safety means staff feel spiritually, socially and emotionally safe, as well as physically safe; where there is no assault, challenge or denial of their identity, of who they are, or of what they need.**

So why should we be providing and participating in consistent, psychologically and culturally safe supervision?

It's more than a way of checking in on staff - supervision at its heart is about support and learning. Regular and quality supervision has been identified across the literatures as foundational to providing safe services to vulnerable people. Consistent and regular supervision also has positive benefits, in quality and continuous improvement, organisational and staff learning, work health and safety, improved staff morale and reduced attrition, improved practice and reduced burn-out and vicarious trauma.

### **Why do we use a reflective supervision model?**

The answer is pretty simple – reflection supports us to respond and not react.

When we are reflective we are using our 'whole brain', to think – to understand problems, to learn, to decide on a course of action, to plan, and to grow. When we reflect we turn off our autopilot. We are then able to think more creatively and innovatively about solutions, we are less likely to make the same 'mistakes' over and over, and we can identify better or more streamlined ways to do things.

Reflection means we are able to identify more effective ways to respond, rather than react, to clients and colleagues. Reflection on our emotions helps us to understand our own triggers and beliefs, so we can challenge ourselves to grow, make changes, practice new skills and set new boundaries. Reflection has multiple benefits too on our stress-response system; it supports us in understanding and managing the potential for burnout and vicarious trauma.



So now that you're sold on the benefits of supervision! - How can we make supervision practice the best it can be?

- **Supervision should be as consistent as possible and occur for at least an hour once per month**
- **The time needs to be uninterrupted**
- **It needs to be relationally-based and person-centered, not just task focused**
- **Both the supervisor and supervisee should plan for supervision before it happens**
- **Supervision should start with a Community Meeting**
- **Supervision needs to be written down and recorded with both parties signing to what is agreed, including action items to be completed before next supervision, and the recorded saved to Employee Connect**
- **Supervision needs to include focus on learning and professional development opportunities as well as staff and client safety and wellbeing. Anglicare's new Core Capabilities framework are 12 areas you could consider how you might learn and grow as a person and professional.**