

# Child Aware Supervision



## Online training for supervisors in adult focussed services

Bradley Morgan<sup>1</sup>, Michael White<sup>2</sup>, Helen Francis<sup>3</sup>  
and Christine Gibson<sup>3</sup>

1. COPMI national initiative, 2. NCETA, 3. Australian Centre for Child Protection





## Child Aware Supervision

Welcome to Child Aware Supervision: A training resource for supervisors and managers of frontline staff in health and social services.

### What do we mean by 'Child Aware Supervision?'

Child Aware Supervision describes an approach that supervisors of frontline workers take to promote child and family-sensitive practices in their work with clients who have families. This approach incorporates attitudes, strategies and techniques that enable workers (and organisations) to identify and respond to the needs of a client's children. It continually aims to build the capacity of adult-focused workers and is grounded in reflective practice, based on knowledge and experience, along with an organisational commitment to identify and respond to the needs of client's children.

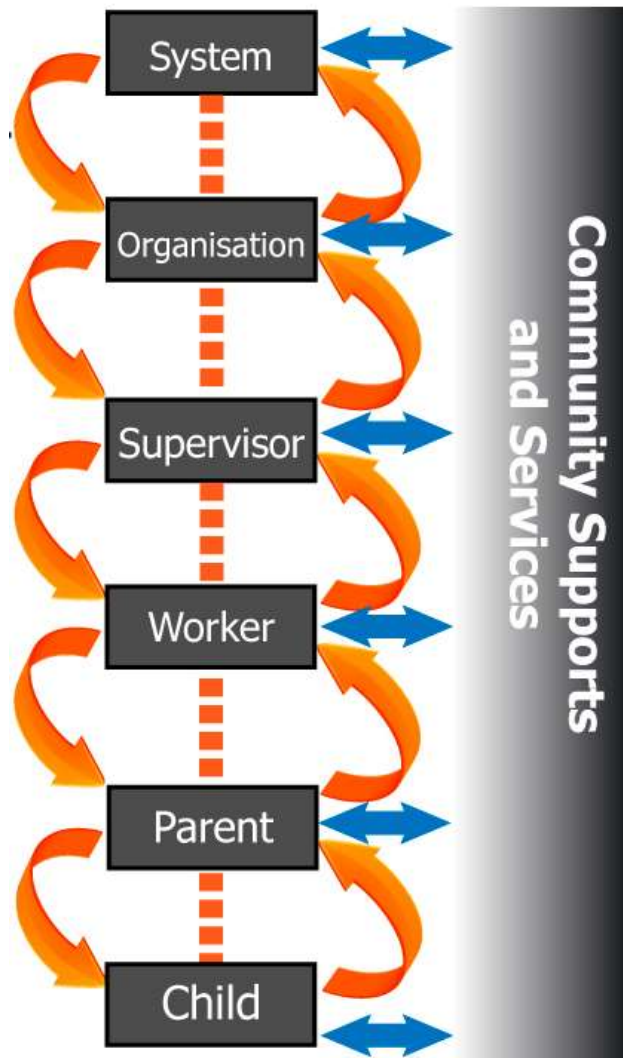
» In this video supervisors, parents and frontline workers talk about why it is important for adult services to be Child Aware, and how supervisors can play a role in promoting this approach.



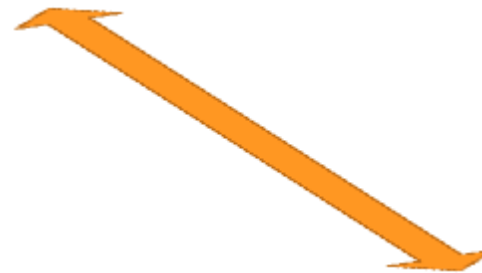
# Child Aware elearning



# Child Aware Supervision



Invisible Child



Visible Child

# Learning pathway

- Organisational case studies
  - Drug and Alcohol
  - Adult mental health
  - Domestic violence/housing
- Demonstrate interactions at different levels of the organisation
  - Parent and worker
  - Worker and supervisor
  - Supervisor and mentor



# Action - reflection learning cycle


- Reflect on child visibility in each interaction
- Scenarios that purposely portray some difficulties that influence child awareness (when parenting and children are being discussed)
  - Readiness
  - Practice styles
  - Attitudes




# Reflective workbook



## Child Aware Reflection Worksheet

Part 1 : Readiness			
Choose one of Gary's children: Grace or Tom.			
 <b>Child</b> Continue to add to this as you gather more information about the child's needs.	<table border="1"> <tr> <td style="width: 50%; vertical-align: top;"> <b>Strengths</b>            (List strengths here)         </td> <td style="width: 50%; vertical-align: top;"> <b>Vulnerabilities</b>            (List vulnerabilities here)         </td> </tr> </table> <p>Where would you place this child on the following continuum?</p> <p style="text-align: center;"> </p> <p>How could the child be supported to move towards and/or stay at the 'well' end of the continuum?</p>	<b>Strengths</b> (List strengths here)	<b>Vulnerabilities</b> (List vulnerabilities here)
<b>Strengths</b> (List strengths here)	<b>Vulnerabilities</b> (List vulnerabilities here)		
<b>Parent-Child interaction</b>	How could the worker positively influence this relationship?		
 <b>Parent</b>	<p>How would you rate the parent's awareness of the child's needs on the following continuum?</p> <p style="text-align: center;"> </p> <p>What factors appear to be influencing the parent's readiness to explore their child's needs?</p> <p>What strategies could build parent readiness to explore and respond to the child's needs?</p>		

<b>Parent-Worker interaction</b>	Observations (What was happening in this interaction? What worked well/didn't work well in this interaction?)
----------------------------------	---

Part 2: Readiness	
 <b>Worker</b>	<p>How would you rate the worker's awareness of the child's needs on the following continuum?</p> <p style="text-align: center;"> </p> <p>How would you rate the worker's readiness to explore and respond to the child's needs on the following continuum?</p> <p style="text-align: center;"> </p> <p>If you were supervising this worker, what strategies could you apply to build their readiness to explore and respond to child needs?</p>



# Meet Veronica





# Parent-Worker



# Worker-Supervisor



# Tips and tools

- Tools and resources to assist with supervision in the scenario
- Interviews with strategies applied by other supervisors
- Demonstrations of supervision strategies applied by a mentor working with the supervisor in the scenario



# Supervisor-Mentor



# Next steps

- Dissemination
- Course is available for free from

[www.copmi.net.au](http://www.copmi.net.au)



# Acknowledgements

- Child Aware funding
- COPMI national initiative
- Australian Centre for Child Protection
- NCETA
- Project team
- Parents and children with lived experience
- Actors, mentors and interview participants

