Child Aware Supervision

Online training for supervisors in adult focused services

Bradley Morgan¹, Michael White², Helen Francis³ and Christine Gibson³

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

System
Organisation
Supervisor
Worker
Parent
Child

Invisible Child
Visible Child

Community Supports and Services
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.

Child
Continue to add to this as you gather more information about the child's needs.

Parent-Child Interaction

How could the child be supported to move towards and/or stay at the 'well' end of the continuum?

Where would you place this child on the following continuum?

Well Resilient Vulnerable Unsafe

How could the worker positively influence this relationship?

Parent

What factors appear to be influencing the parent's readiness to explore their child's needs?

Worker

What strategies could build parent readiness to explore and respond to the child's needs?

Observations (What was happening in this interaction? What worked well/didn’t work well in this interaction?)
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
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