



Steps to Cope (StC): Competencies to support Supervision

This document is to support the ‘clinical’ supervision of StC. It can be applied to both individual & group supervision. These competencies can be shared with supervisees. The document can be copied/printed as required so that supervisors & practitioners can make notes, identifying areas of progress with regards to correct, competent & competent delivery of the StC intervention, as well as areas where further learning, development & support is needed.

	Competency	Supervision reflections
1	Overall: supervision should mirror StC practice, & the supervisor should mirror what is expected of a StC practitioner	
2	Relationships: develop individual/group relationship for productive session (warmth, genuineness, empathy, trust)	
3	Preparation, timing, agenda setting: supervisor & practitioners to be prepared. Have clear agenda for each session, incl. reviewing work (use the Competency Framework), use of good practice clips/role plays, & skills development exercises for identified difficulties. All supervisees should contribute equally.	
4	Reflection & feedback skills: use a range of techniques to give clear constructive feedback using the Competency Framework & support practitioners to do likewise.	
5	Focus of session: ensure session is focused on improving the skills of the practitioners to do their work & understand the work – it should not be a case review only.	

6	Excellent knowledge of StC: supervisors should have the required level of knowledge of StC incl. the resources available, Competency Framework, underlying theory, READ questionnaire.	
7	Practice skills: able to use a range of techniques such as facilitate role plays & group work skills	
8	Overview: think strategically to facilitate how the sessions align with StC & to discuss variation in the delivery of the individual Steps.	
9	Intervision & personal issues: support practitioners to recognise how their style, bias & emotions can impact the session/quality of the work. Support practitioners to discuss personal issues linked to their work as they arise.	
10	Risk management: ensure issues of risk are managed, incl. issues associated with conflict or crisis, or events such as bereavement.	
11	Action plan: summarise the session, set individual action plans for individuals to improve for the next session.	
12	Notes & quality: keep accurate notes of sessions & follow-up on any administrative tasks required such as forwarding information. If the supervisor has any concerns about the quality of StC work provided to YP these should be raised with the line manager & extra support put in place as required.	