

Supervision & Training Policy — Public Version

1. Purpose

Second Chances Intervention CIC (SCI) is committed to delivering safe, high-quality, trauma-informed intervention for children and young people. This policy outlines how SCI ensures all staff receive regular supervision, reflective practice and ongoing training to maintain professional standards and safeguarding compliance.

“This policy outlines how SCI ensures all staff receive regular supervision, reflective practice, and ongoing training to maintain safe, high-quality intervention.”

2. Our Commitment

SCI ensures that all practitioners:

- Receive consistent, structured supervision
- Engage in reflective practice
- Maintain professional boundaries
- Access relevant training and development
- Meet safeguarding and statutory requirements
- Deliver safe, relational and trauma-informed intervention

Supervision supports safe practice, emotional containment and professional growth.

3. Types of Supervision

SCI provides the following forms of supervision:

1. Formal Supervision

Scheduled monthly sessions focusing on:

- Case reflection
- Safeguarding considerations
- Professional boundaries

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- Intervention planning
 - Staff wellbeing
 - Training needs

“Supervision is a protected, confidential professional space that promotes safe practice, emotional containment, clear professional boundaries and reflective learning.”

2. Safeguarding Supervision

Additional supervision is provided when:

- Safeguarding concerns arise
- Risk increases
- Multi-agency coordination is required

3. Immediate / Ad-Hoc Supervision

Available following:

- Incidents
- Disclosures
- Concerns raised by staff
- Changes in risk

4. Training & Professional Development

SCI ensures all staff receive:

- Safeguarding induction
- Annual safeguarding training
- Trauma-informed practice training
- Behaviour regulation and SEMH training

- Gym-based safety and risk assessment training
- Ongoing CPD relevant to their role

Training is reviewed regularly to ensure compliance with:

- Working Together to Safeguard Children (2026)
- Keeping Children Safe in Education (2024)
- Local safeguarding partnership procedures

5. Safeguarding Competence

All staff must:

- Understand SCI safeguarding procedures
- Recognise signs of harm, exploitation and risk
- Report concerns immediately to the DSL
- Maintain accurate and secure records
- Work collaboratively with schools and agencies

Safeguarding is embedded throughout supervision and training.

6. Professional Boundaries

Supervision reinforces:

- Safe relational practice
- Appropriate communication
- Clear expectations
- Ethical decision-making
- Trauma-informed approaches
- Gym-based professional conduct

Boundaries protect both staff and young people.

7. Record Keeping

SCI maintains secure records of:

- Supervision sessions
- Training completed
- Safeguarding discussions
- Professional development plans

Records are stored in line with UK GDPR and SCI's Data Protection Policy.

8. Quality Assurance

SCI monitors supervision and training through:

- Regular policy reviews
- Feedback from staff
- Safeguarding audits
- Commissioning partner expectations
- Multi-agency feedback

This ensures consistent, safe and high-quality practice.

9. Review

This policy is reviewed annually or sooner if required by legislation, safeguarding updates or commissioning partners.