

# SUPERVISION POLICY

Final Version, Ref No: OCDC10

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## **1. Purpose of Policy**

The purpose of this policy is to define the objectives of practice supervision provision in Oberstown, and to clarify the model of practice supervision operating within the Campus.

## **2. Policy statement**

Staff supervision is a core enabler of professional service development, both for individual staff members and for the organisation as a whole. Practice supervision is a core means by which Oberstown maintains and promotes competent, accountable staff performance and supports the continued professional development of all staff and managers. The model of practice supervision deemed most appropriate for Oberstown is developmental and reflective practice, thereby supporting staff to develop reflexive approaches in their work.

In order to achieve accountability, support, learning and engagement through professional practice supervision:

- All staff and managers must attend and actively engage with supervision.
- Supervision should be prioritized within probation and performance management processes on an annual basis. It is essential for all staff, but particularly acute in the case of early career staff.
- Supervision should be recorded appropriately. Staff and managers not actively engaging with the arrangement of supervision sessions in line with policy or procedure, or not attending arranged supervision sessions may have the issue raised by their direct line manager within the disciplinary process.

## **3. Scope of Policy**

This policy applies to all staff members and the organisation as a whole. It is the responsibility of relevant staff to ensure they are following the most recent version of this policy and that they understand all elements of it.

## **4. Legal framework**

It is the principal aim of Oberstown Children Detention Campus under s 158 of the Children Act 2001 to provide appropriate educational and training programmes for children referred to the Campus by a court and to promote their reintegration into society as persons who are capable of making a positive and productive contribution to society. This must be secured by having regard to young people's health, safety, welfare, interests; providing them with proper care, guidance and supervision; preserving and developing young people's relationships with their families; exercising proper moral and disciplinary influences on young people and recognising their personal, cultural and linguistic identity.

According to s 180 of the Act, young people in Oberstown are in the lawful custody of the Director who is 'to do what is reasonable...in all the circumstances .... for the purpose of safeguarding or promoting the child's... health, development or welfare'.<sup>1</sup>

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<sup>1</sup>Section 180(8)(b) Children Act 2001.

These obligations are fulfilled, among other means, through the implementation by staff of Oberstown's policies and procedures.

#### **4.1 Human right standards**

The United Nations Convention on the Rights of the Child (UNCRC), to which Ireland is a party, sets out the rights to which all children, including children in detention, are entitled. The Convention requires that all children are entitled to enjoy their rights without discrimination, they must have their best interests taken into account in all matters concerning children and have their views taken into account in all matters affecting them in line with their age and maturity. Under Article 40 of the Convention, every young person in conflict with the law has the right to be treated in a manner consistent with the promotion of their sense of dignity and worth, which reinforces the respect for the human rights and fundamental freedoms of others and which takes into account the young person's age and the desirability of promoting reintegration and assuming a constructive role in society.

Regard should also be had to the UN Rules for the Protection of Juveniles Deprived of their Liberty (Havana Rules 1990) and the European Guidelines on Child-friendly Justice (2010). As per the Havana Rules, staff employed in detention facilities should be adequately qualified, and should be "continually encouraged to fulfil their duties and obligations in a humane, committed, professional, fair and efficient manner."<sup>2</sup>

Ireland is also a party to the Convention for the Prevention of Torture and Inhuman and Degrading Treatment and Punishment (CPT) and to the European Convention on Human Rights (ECHR), both of which are relevant to children deprived of their liberty. Under the *ECHR Act 2003*, 'organs of the state' (a phrase likely to include Oberstown) are required to act in a manner consistent with obligations under the ECHR.

### **5. Definitions**

In Oberstown, practice supervision is defined as a partnership process between the supervisor, the supervisee and the organisation, and provides a regular, structured opportunity to discuss work, to reflect on professional practice, define plans for future development and track professional progress.

### **6. Related Documentation**

Documents that should be considered in conjunction with this policy are:

- United Nations Convention on the Rights of the Child.<sup>3</sup>
- Guidelines for good practice in Children Detention Schools.<sup>4</sup>
- Our Duty to Care.<sup>5</sup>
- Oberstown employee handbook.
- IYJS, Standards & Criteria for Children Detention Schools.<sup>6</sup>

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<sup>2</sup> Havana Rules, at V. Available at: <http://www.un.org/documents/ga/res/45/a45r113.htm>

<sup>3</sup> UN Convention on the Rights of the Child (CRC). Available at: <http://www.ohchr.org/EN/ProfessionalInterest/Pages/CRC.aspx>.

<sup>4</sup> Irish Youth Justice Service, Guidelines for good practice in Children Detention Schools, 2010.

<sup>5</sup> Department of Health and Children, Our Duty to Care, 2002.

<sup>6</sup> IYJS, Standards & Criteria for Children Detention Schools, 2008. Available at: [https://www.hiqa.ie/system/files/Standards\\_and\\_Criteria\\_for\\_Children\\_Detention\\_Schools\\_2008%20.pdf](https://www.hiqa.ie/system/files/Standards_and_Criteria_for_Children_Detention_Schools_2008%20.pdf)