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| Unit Title: Understanding professional supervision practice | | |
| URN: H/602/3185 |  |  |
| Credit Value: 3 |  |  |
| Level: 4 |  |  |

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|  | **Assessment Method** | **Evidence Ref.**  **Page number, Method** | **Assessor Decision**  **Sign and Date** |
| **You must be able to:** | | | |
| **1 Understand the purpose of supervision** | | | |
| 1.1 Evaluate theoretical approaches to professional supervision |  |  |  |
| 1.2 Analyse how the requirements of legislation, codes of practice, policies and procedures impact on professional supervision |  |  |  |
| **2 Understand how the principles of supervision can be used to inform performance management** | | | |
| 2.1 Explain key principles of effective professional supervision |  |  |  |
| 2.2 Analyse the importance of managing performance in relation to  • governance  • safeguarding  • key learning from critical reviews and inquiries |  |  |  |
| **3 Understand how to support individuals through professional supervision** | | | |
| 3.1 Analyse the concept of anti oppressive practice in professional supervision |  |  |  |
| 3.2 Explain methods to assist individuals to deal with challenging situations |  |  |  |
| 3.3 Explain how conflict may arise within professional supervision |  |  |  |
| 3.4 Describe how conflict can be managed within professional supervision |  |  |  |

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| **4 Understand how professional supervision supports performance** | | | |
| 4.1 Explain the responsibility of the supervisor in setting clear targets and performance indicators |  |  |  |
| 4.2 Explain the performance management cycle |  |  |  |
| 4.3 Compare methods that can be used to measure performance |  |  |  |
| 4.4 Describe the indicators of poor performance |  |  |  |
| 4.5 Explain how constructive feedback can be used to improve performance |  |  |  |
| 4.6 Evaluate the use of performance management towards the achievement of objectives |  |  |  |

**Learner declaration of authenticity:**

I declare that the work presented for this unit is entirely my own work.

Learner signature: Date:

**Assessor sign off of completed unit:**

I confirm that the learner has met the requirements for all assessment criteria demonstrating knowledge and skills for this unit.

Assessor name:

Signature: Date: