



Designated Safeguarding Lead (DSL) Supervision Policy January ,2026.

Policy Statement

Ravenshead C of E Primary School is committed to ensuring that Designated Safeguarding Leads (DSLs) and Deputy DSLs are appropriately supported in their safeguarding roles. DSLs regularly manage complex, sensitive and potentially distressing safeguarding matters. Effective supervision is essential to promote professional wellbeing, reflective practice, high-quality decision-making and compliance with statutory safeguarding duties.

This policy sets out the school's approach to supervision for DSLs, including internal supervision arrangements and access to external supervision where required.

Scope

This policy applies to:

- The Designated Safeguarding Lead (DSL) – Emma Johnson (Headteacher).
- Deputy Designated Safeguarding Leads (DDSLs) – Sophie Keightley (Deputy Head), Sarah Soley (Assistant Head), Alex Sutcliffe (EYFS and KS1 Lead).

It should be read in conjunction with:

- Safeguarding and Child Protection Policy.
- Keeping Children Safe in Education (KCSIE).
- Staff Wellbeing Policy.
- Data Protection and Confidentiality Policies (GDPR).

3. Aims of DSL Supervision

Supervision for DSLs aims to:

- Provide a safe, confidential space for reflection and professional discussion.
- Support emotional wellbeing and resilience.
- Promote consistent, lawful and proportionate safeguarding decision-making.
- Reduce the risk of professional isolation.
- Support compliance with statutory safeguarding responsibilities.
- Identify training or support needs at an early stage.

4. Principles of Supervision

DSL supervision will be:

- **Supportive** – focusing on wellbeing and professional development.
- **Reflective** – enabling discussion of safeguarding cases and decision-making.
- **Confidential** – within safeguarding and information-sharing requirements.

- **Proportionate** – matched to the level of safeguarding activity and need.
- **Recorded** – with clear, factual notes retained securely.

Supervision does not replace line management, performance management or formal disciplinary processes.

Internal Supervision Arrangements

Model of Supervision

- DSL supervision is primarily provided internally by another trained DSL within the school.
- Where possible, supervision will be reciprocal between DSLs or provided by a senior DSL with appropriate experience.
- Supervision sessions may be conducted on a one-to-one basis or, where appropriate, in a small DSL peer supervision group.

Frequency

- Formal supervision will take as required. There are half termly Safeguarding SLT meetings which facilitates a DSL peer supervision group.
- Additional supervision will be arranged:
 - Following serious or complex safeguarding incidents.
 - Where there is high safeguarding caseload pressure.
 - At the request of the DSL or Headteacher.

Content of Supervision

Supervision may include:

- Discussion of anonymised safeguarding cases.
- Reflection on decision-making and thresholds.
- Emotional impact of safeguarding work.
- Managing professional boundaries.
- Multi-agency working and escalation.
- Identification of training, workload or support needs.

External Supervision

When External Supervision is Sought

External supervision will be considered where:

- Safeguarding cases are particularly complex, serious or prolonged.
- There is significant emotional impact on the DSL.
- Internal supervision is not sufficient or appropriate.
- There is potential conflict of interest within the school.
- The DSL or Headteacher requests additional independent support.

Providers

External supervision may be provided by:

- A qualified safeguarding or child protection supervisor.
- A local authority or safeguarding partnership-approved provider.
- An appropriately trained safeguarding professional from outside the school.

Access and Funding

- Requests for external supervision should be made to the Headteacher.
- The school will take reasonable steps to ensure external supervision is accessible when required.

Roles and Responsibilities

Governing Body

- Ensure appropriate arrangements are in place for DSL supervision.
- Monitor safeguarding systems and staff wellbeing at a strategic level.

Headteacher

- Ensure DSLs have access to supervision.
- Support requests for additional or external supervision.
- Promote a culture where staff wellbeing is prioritised.

DSLs and Deputy DSLs

- Engage proactively with supervision.
- Identify when additional support is required.
- Maintain confidentiality and professional standards.

Confidentiality and Information Sharing

- Supervision discussions are confidential but not absolute.
- Information will be shared where there are safeguarding concerns, legal obligations or risks to children or staff.
- All supervision records will be handled in accordance with data protection legislation.

Review of Policy

This policy will be reviewed annually or earlier if there are:

- Changes to safeguarding legislation or guidance.
- Significant safeguarding incidents.
- Identified issues in the effectiveness of supervision arrangements.