

Supervision for Head Teachers or Senior Leaders once a term provided by Listening Tree. Example of costs based on 16 schools.

2 Supervisors would provide 4 supervision sessions per day for 2 days in 2 different host schools, so each cluster school would be allocated 1 session per term. Supervisees to travel to a different school for their session.

The host school would need to provide:

- 2 rooms suitable for supervision sessions
- Listening Tree with timetable for the sessions with supervisee name, school and role.

Total cost to a cluster of 16 schools for 3 supervision sessions per year for each school: **£3600** per annum plus travel (**£225** per school)

If schools require 3 further supervision sessions per year, so there is one session per half term as recommended, the extra cost would be **£3200** (**£200** per school) Add on group supervision for supervisees - 2 groups of 8 people per 1.5 hour session with schools providing suitable venue: **£300** (**£18.75** per school)

Other options:

Training of staff to facilitate supervision
Group supervision for other facilitators in schools
Please contact us for prices for smaller schools.

If you would like further details or would like us to attend your cluster meetings please contact us at the following.

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Training Packages to Support the Introduction of Supervision/Reflective Practice into Schools

Listening Tree CIC has facilitated supervision training for the last 2 years, on behalf of the Education Health and Wellbeing Team at Lancashire County Council.

Through this training we have become increasingly aware of the additional pressure on schools to support pupils not only with their education but with additional and often complex needs relating to health and social care.

We have recognised that Supervision has a unique contribution to make in schools in addressing staff wellbeing and supporting a whole school approach to mental health.

Supervision (Reflective Practice) is a mandatory requirement in many areas of health, social care and counselling. It supports staff in maintaining professional and safe practice whilst also addressing the impact upon their own health and well being.



“At its simplest, supervision is a forum where supervisees review and reflect on their work in order to do it better. Practitioners bring their actual work-practice to another person (individual supervision), or to a group (small group or team supervision), and with their help review what happened in their practice in order to learn from that experience. Ultimately, supervision is for better quality service”
Michael Carroll

It provides a formal structure to enable staff to feel valued, to recognise the impact of their work upon their wellbeing and how this can in turn affect the pupils they support. It can also assist in recruitment, retention and absenteeism of staff.

In recognising the financial pressure placed on schools we have devised a price list for the supervision services Listening Tree can offer, so that you can create a package that best meets the unique needs of your school.

In addition we have created an alternative pricing structure, which may be a favourable option for cluster groups as it would enable an equivalent level of support at a reduced cost to individual schools.

We would welcome the opportunity to discuss the above in greater detail with individuals or to attend your cluster groups in order to provide additional information.

Training Packages

Package	Time	Cost
Introduction to Supervision for up to 10 staff – twilight training with 1 facilitator	1.5 hours	£300
Add on experiencing Group Supervision for up to 10 people	1 hour	£100
Training for staff to facilitate supervision up to 20 people with 2 facilitators	1 day	£950
Group Supervision Sessions for staff with up to 10 people per facilitator	1.5 hours	£160 1 facilitator £320 2 facilitators
Individual external supervision session with trained Supervisor at Listening Tree base	1 hour 1.5 hours	£65 £95
One to one supervision provided in School for 5 to 6 members of staff on an individual basis but in one day	1 day	£380
Suggested frequency of provision: 1 individual session per half term - delivery time and day to be agreed according to school needs.		
Support for children, young people and/or staff following a significant incident, one to one or small group	per hour	£60 including travel
Initial consultancy and planning meeting to develop a bespoke package of support to be agreed	1 hour	£50 (deducted from cost of SLA)
Support packages for Clusters of Schools Bespoke packages for different clusters can be negotiated contact Listening Tree to discuss your requirements		
Delivery of the 3-day supervision training for Heads and Senior Leaders in cluster schools (up to 20 participants): £2500 with venue provided by a host school (if 20 participants cost is £125 each for 3 days training).		