



Creative Inclusion

LEARNING STUDIO

Creative Inclusion: An Independent Alternative
Specialist Provision

Supervision & Reflective Policy

Effective Date: July 2025

Approved by: Advisory Board August 2025

Review Date: July 2026

Where support meets safety, and reflection fuels growth

Purpose of This Policy

This policy outlines our commitment to regular, relational supervision and reflective practice for all staff and volunteers. It ensures emotional safety, professional development, and alignment with our trauma-informed, neurodiversity-affirming values.

Our Ethos

Supervision at Creative Inclusion is not about oversight — it's about holding. We prioritise co-regulation, curiosity, and connection. Reflective spaces are designed to support emotional wellbeing, deepen practice, and honour lived experience.

Core Principles

Our supervision and reflective practice are:

- Trauma-informed: grounded in emotional safety, trust, and attunement
- Neurodiversity-affirming: responsive to sensory, cognitive, and relational needs
- Relational: built on mutual respect, empathy, and co-regulation
- Developmentally respectful: tailored to individual roles, experience, and capacity
- Strengths-based: celebrating growth, insight, and resilience
- Flexible: responsive to changing needs, roles, and contexts

Supervision Structure

Type	Frequency	Format	Purpose
Individual Supervision	Monthly (minimum)	In person or virtual	Emotional support, case reflection, role clarity
Group Reflective Practice	Every 6 – 8 weeks	Facilitated peer space	Shared learning, co-regulation, thematic exploration
Ad-hoc Support	As needed	Informal check-ins	Crisis support, debriefing, relational repair

Roles & Responsibilities

Supervisees are encouraged to:

- Show up with openness and curiosity
- Share challenges and celebrate growth
- Reflect on emotional impact and relational dynamics
- Co-create goals and next steps DfE (2020) 'Sharing nudes and semi-nudes: advice for education settings working with children and young people'

Supervisors will:

- Create emotionally safe, non-judgmental spaces
- Use trauma-informed frameworks (e.g. PACE, Window of Tolerance)
- Offer attuned feedback and scaffolding
- Hold boundaries and confidentiality with care

Reflective Tools We Use

- **The Window of Tolerance** (Siegel)
- **PACE** (Playfulness, Acceptance, Curiosity, Empathy – Dan Hughes)
- **Zones of Regulation**
- **The Polyvagal Ladder** (Porges)
- **The Social GRACES** (Burnham)
- **Neurosequential Learning Model and Model of Therapeutics** (Dr. Bruce Perry)
- **Supervision Mapping** (visual reflection tools)
- **Creative modalities** (e.g. journaling, art, metaphor)

Confidentiality & Safeguarding

Supervision is confidential unless:

- A safeguarding concern is disclosed
- There is risk of harm to self or others
- legal or organisational duty requires escalation

All safeguarding disclosures will follow our Safeguarding Policy and be handled with sensitivity and transparency.

Accessibility & Adaptation

We recognise that staff and volunteers may have different sensory, cognitive, and emotional needs. Supervision spaces will be adapted to ensure:

- Sensory-friendly environments
- Flexible formats (e.g. visual, verbal, written reflection)
- Clear communication and pacing
- Emotional regulation support

Feedback & Evolution

This policy is a living document. Staff are invited to co-reflect and co-create improvements. Feedback loops are embedded in supervision and team forums.

Final Words

Supervision is not a luxury — it's a necessity. It's where we pause, breathe, and grow. At Creative Inclusion, we hold space for the whole person, not just the role.