



Examples of issues that may be presented within a supervision session that might require escalation are provided in **Figure 6** under the four sections of *The Code*:

**Figure 6: Examples of Issues for Escalation**

<b>PRIORITISE PEOPLE</b>	Inappropriate behaviour or language when discussing an issue with diversity implications e.g. racism, homophobia, ageism.	Evidence of treatment being forced on a person without his/her consent	Evidence that confidentiality has been breached.
<b>PRACTISE EFFECTIVELY</b>	Refusal to apply current evidence in practice.	Evidence of threatening behaviours towards colleagues and/or service users.	Refusal to keep accurate records.
<b>PRESERVE SAFETY</b>	Evidence that an adverse incident was not escalated appropriately at the time of occurrence.	Evidence that there are significant competence issues within a specific area of practice.	Evidence that the nurse or midwife has actively discouraged colleagues/ service users to raise concerns.
<b>PROMOTE PROFESSIONALISM AND TRUST</b>	Evidence of inappropriate or unprofessional behaviour via social media.	Evidence of bullying other members of staff.	Evidence of professional boundaries being breached, including inappropriate expression of political, religious or moral beliefs.

## RECORD OF REFLECTIVE SUPERVISION

Good record keeping is fundamental to high quality nursing and midwifery practice and essential to the provision of safe and effective care. Registrants must keep clear and accurate records relevant to their practice which includes but is not limited to patient records<sup>15</sup>. For the purpose of reflective supervision, supervisors and supervisees must ensure that they maintain adequate records of the supervision session adhering to the principles of confidentiality for storage. As previously mentioned, supervisors will be required to keep only a record of the number of sessions provided by them annually to each supervisee, with the exception of any records required relating to issues of concern for escalation.

The extant practice for record keeping for safeguarding supervision remains unchanged and has been defined separately to this framework in the revised policy document.

<sup>15</sup> Nursing and Midwifery Council. (2018). *The Code: Professional standards of practice and behaviour for nurses, midwives and nursing associates*. London: NMC. p 11.