

Practice
Tool

Time – 45-60 minutes



Bells that ring

Format: online or in person

- > Bells that ring model of group supervision is informed by systemic and strengths-based approaches and supports a curious and inquisitive approach to exploring multiple perspectives.
- > Group members take up different roles so that different perspectives can be explored.
- > Practice supervisors are actively involved in allocating roles and keeping the group on time as they move through the different stages of discussion.
- > **Basic principles:** a presenter has a conversation with a consultant with a separate observer group listening. An action planner notes any decisions or tasks arising from the discussion.



[Watch this short film to see this mode of group supervision in action.](#)

How to use bells that ring

1. The supervisor assigns roles

The supervisor is the leader of the session and assigns the roles of presenter, consultant, observers and action planner. The supervisor also keeps time and prompts the consultant to ask curious questions of the presenter.

2. The presenter presents an issue, dilemma or practice scenario

The presenter tells their story with the aim of establishing what they need help with and how the group can assist. They might want to use a genogram to describe a family, or team map or simply words to describe the dilemma.

The presenter must outline what has been done so far – strategies etc. – what worked, any goals, risks, issues and so on.

Tip: If the discussion is online, the presenter can share their screen to show a genogram or team map.

3. The consultant questions the presenter

As the observers watch, the consultant explores what would be useful for the presenter and, together, they help to clarify and deconstruct the issue.

Tip: It's important that presenter and consultant have a discussion free from interruption from the observers. If the discussion is online, the observers can turn off their cameras and go on mute during the discussion.

4. The observers listen to the conversation

The observers watch and listen to the unfolding conversation between presenter and consultant, but do not engage directly.

They note their thoughts on themes that arise, the role of the worker, what they liked and what they'd like to see less of, and what bells are 'ringing'.

Once the conversation is over, the consultant asks them to feed back their thoughts and observations.

5. The action planner's role is to note:

What the presenter wants

What the challenges are

The whole group then reflects on the process

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Adapted from Partridge, K. (2019). *Bells that ring: an overview of a systemic model of group supervision*. Research in Practice.