

# Policy Development and the Professionalisation of Social Care Supervision in a Skills Mix Environment

## METHODOLOGY

Scoping good practice

Focus groups to listen to staff

Policy development and the writing team

Creating the guidance and useful tools

Sharing widely for even better ifs

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All social care staff in the Belfast Trust will be supported in their role through the provision of formalised supervision that meets their organisational, developmental and well-being needs.

**Standard**

The Framework

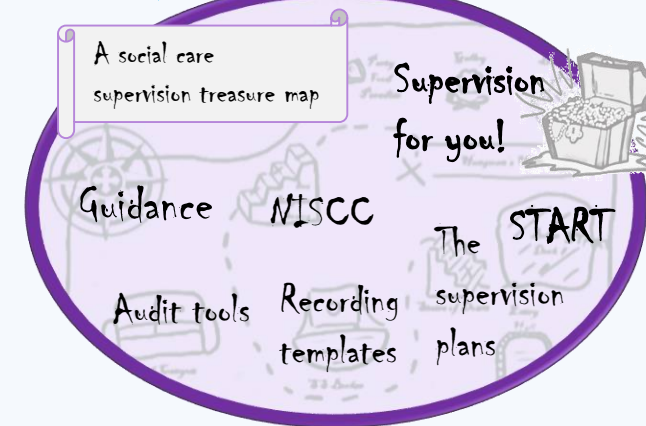
**UPHOLDING THE PRINCIPLES OF AN OPEN, JUST AND LEARNING CULTURE BY FOSTERING AN ENVIRONMENT WHERE ALL STAFF CAN REFLECT, GROW AND CONTRIBUTE EQUITABLY.**



The Standards

- 1 The development of a service area supervision plan and an individual supervision agreement reflecting the needs of the social care worker, dependant on roles, responsibilities and level of support required.
- 2 All social care staff are aware of, and have access to, the supervision they are entitled to.
- 3 Staff are supported to apply the NISCC Standards of Conduct and Practice through the provision of guidance, support and development opportunities.
- 4 Staff are provided with protected time to allow for discussion about workload and supports required; supervision should be planned and facilitate an opportunity for reflection and discussion.
- 5 There is a written formal record of supervision that is available to the supervisee and the supervisor
- 6 Staff will be supported with NISCC Post Registration Training and Learning (PRTL) requirements (if required due to registration status) and any other learning and development needs identified.
- 7 Supervision will promote equality, diversity, inclusion and anti-discriminatory principles.
- 8 The supervisor will promote a safe environment where staff can share openly and honestly and request support if life outside work may have an impact on their well being or ability to carry out their role.
- 9 Supervision will provide a safe environment where staff can raise workplace concerns and have confidence these are responded to
- 10 Evaluation is integrated into the supervision process with supervisors and supervisee's regularly reviewing the efficacy of process for them, their team and for their service.

The treasure trove of useful tools



Bringing it all together

**Social Care Supervision Policy**

**Guidance for Supervisors and Supervisees**

Clear guidance for supervisors and supervisees in Social Care. Covering roles, responsibilities, supervision standards, and best practice.

SCAN TO ACCESS GUIDANCE

