

# Report to Cabinet Member for Health and Wellbeing

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**Decision to be taken on or after [date]**

**Decision can normally be implemented at least  
3 working days after decision has been signed.**

**Cabinet Member Report No. [number]  
(Democratic Services will fill this information in)**

**Title:** **Adults Social Care Supervision Policy**

**Date:**

**Author:** Jennifer McAteer, Director, Quality, Standards & Performance

**Contact officer:** As above

**Local members affected:** N/a

*For press enquiries concerning this report, please contact the media office on 01296 382444*

## **Summary**

Social work supervision is a process by which a Council provides support and guidance to social workers. In 2012, the Professional Capability Framework was launched providing an overarching framework for social work in England, from pre-qualifying to strategic levels, across all practice areas. The Knowledge and Skills Statement (KSS) has been developed by the Chief Social Workers to set out what is expected of qualified social workers in specific practice settings and roles. The Knowledge and Skills Statement sets out what a social worker should know, and be able to do, in specific practice settings, in specific roles and at different levels of seniority.

All employers providing a social work service are required to establish effective monitoring systems by which they can assess their organisational performance against this framework, set a process for review and, where necessary, outline their plans for improvement. Employers should ensure their systems, structures and processes promote equality and do not discriminate against any employee.

This revised Supervision Policy (Appendix 1) reflects the necessary changes required to ensure that Buckinghamshire Council adheres to national policy and direction. This also includes a suite of new streamlined documentation and practice guidelines in undertaking supervisions.

## **Recommendation**

**The Cabinet Member is asked to approve the new Supervision Policy for Adult Social Care**

### **B. Other options available, and their pros and cons**

A Supervision Policy is necessary to meet the requirements laid out in the Professional Capability Framework.

### **C. Resource implications**

There are no resource implications.

### **D. Value for Money (VfM) Self Assessment**

Value for Money is not applicable to this Policy.

### **E. Legal implications**

All employers providing a social work service are required to establish effective monitoring systems by which they can assess their organisational performance against the Professional Capabilities Framework and Supervisory Standards.

### **F. Property implications**

There are no property implications.

### **G. Other implications/issues**

N/a.

### **H. Feedback from consultation, Local Area Forums and Local Member views**

The Cabinet Member has been briefed and Supervision is incorporated into the Quality Assurance Framework previously approved by the Cabinet Member.

### **I. Communication issues**

All Heads of Service and Managers have been consulted and briefed with regards to the Supervision Framework. Supervision training sessions have been delivered during 9/1/2020 to 23/1/2020. The new Policy will also be promoted through internal communication channels.

### **J. Progress Monitoring**

This Policy will be monitored as part of our Quality Assurance Framework and routine supervision audits.

### **K. Review**

The Supervision Policy will be reviewed on an annual basis.

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## **Background Papers**

### Appendix 1: Supervision Policy for Adult Social Care

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#### ***Your questions and views***

*If you have any questions about the matters contained in this paper please get in touch with the Contact Officer whose telephone number is given at the head of the paper.*

*If you have any views on this paper that you would like the Cabinet Member to consider, or if you wish to object to the proposed decision, please inform the Democratic Services Team by 5.00pm on [Date]. This can be done by telephone (to 01296 382343), or e-mail to [democracy@buckscc.gov.uk](mailto:democracy@buckscc.gov.uk)*