

**TO: THE EXECUTIVE
24 SEPTEMBER 2019**

**SUPERVISION POLICY, CHILDREN'S SOCIAL CARE
Executive Director of People**

1 PURPOSE OF REPORT

- 1.1 This policy outlines what supervisors and supervisees can expect from good supervision in Bracknell Forest Children's Social Care and how we will meet our responsibility to provide it.

2 EXECUTIVE SUMMARY

- 2.1 Supervision Policy April 2019 attached (Appendix A).

3 RECOMMENDATION

To agree the Supervision Policy for Children's Social Care as attached at Appendix A.

4 REASONS FOR RECOMMENDATION

- 4.1 To ensure that everyone who works within Children's Social Care has:
- Effective, timely and accessible supervision
 - That enables them to fulfil their role of improving outcomes for children and
 - Supports the emotional demands of the work

5 ALTERNATIVE OPTIONS CONSIDERED

- 5.1 No alternative options have been considered.

6 SUPPORTING INFORMATION

- 6.1 See attached Supervision Policy (Appendix A) which can be fully met from within existing resources.
- 6.2 All children benefit from workers who have good and regular supervision and all workers benefit from good supervision.
- 6.3 The value of supervision is applied equally - whatever the supervisee's role or responsibility within the organisation regardless of it being permanent, temporary, relief and agency or contracted staff.
- 6.4 For supervision to be effective it needs to combine a performance management approach with a dynamic, empowering and enabling supervisory relationship.

Supervision should improve the quality of practice, support the development of integrated working and ensure continuing professional development.

- 6.5 Supervision should contribute to the development of a learning culture by promoting an approach that develops the confidence and competence of managers in their supervision skills.
- 6.6 Adherence to this core supervision policy is not negotiable, albeit we encourage flexibility and creativity in delivery.

7 ADVICE RECEIVED FROM STATUTORY AND OTHER OFFICERS

Borough Solicitor

- 7.1 The relevant legal requirements for supervision are met by the proposals in this report.

Director of Finance

- 7.2 The Director of Finance is satisfied that no significant financial implications arise from this report.

Equalities Impact Assessment

- 7.3 N/A

8 CONSULTATION

Principal Groups Consulted

- 8.1 Children's Social Care Working Group, Children's Social Care Senior Managers.

Method of Consultation

- 8.2 In writing.

Background Papers

Supervision Policy, Children's Social Care, April 2019 (Appendix A)

Supervision Agreement (Appendix B)

Contact for further information

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