

<b>Meeting of:</b>	<b>CABINET</b>
<b>Date of Meeting:</b>	<b>19 MAY 2026</b>
<b>Report Title:</b>	<b>SOCIAL SERVICES AND WELLBEING DIRECTORATE SUPERVISION POLICY</b>
<b>Report Owner: Responsible Chief Officer / Cabinet Member</b>	<b>CORPORATE DIRECTOR SOCIAL SERVICES AND WELLBEING DEPUTY LEADER AND CABINET MEMBER FOR SOCIAL SERVICES, HEALTH AND WELLBEING</b>
<b>Responsible Officer:</b>	<b>JOE BOYLE COMMISSIONING AND SERVICE DEVELOPMENT OFFICER</b>
<b>Policy Framework and Procedure Rules:</b>	<b>There is no effect upon the policy framework and procedure rules.</b>
<b>Executive Summary:</b>	<b>This report sets out the work that has been undertaken to update the Social Services and Wellbeing Directorate Supervision Policy and Practice Guidelines. This report also seeks Cabinet approval to implement the revised policy.</b>

## **1. Purpose of Report**

- 1.1 The purpose of this report is to seek Cabinet approval for the implementation of the revised Social Services and Wellbeing Directorate Supervision Policy and Practice Guidelines (**Appendix A**).

## **2. Background**

- 2.1 In 2023 two Supervision Policies were approved for implementation into the Social Services and Wellbeing Directorate (SSWB) which focused on both direct care services and social work teams.
- 2.2 The reason for the two policies was to reflect the differences in reporting and recording requirements for the two areas of the directorate.
- 2.3 Following the expansion of the directorate, along with the need to ensure the policy reflects and covers all areas and teams within the SSWB directorate, work has been completed to review, refine and combine these policies back into one policy that is applicable to all services and teams within the directorate.
- 2.4 The regulatory requirements for supervisions are set out in the following legislations and Codes of Practice:

- Social Care Wales Codes of Practice for social workers, residential child care workers, social care managers, domiciliary care workers, and adult care home workers
- Regulation and Inspection of Social Care (Wales) Act 2016 (regulations 35, 36, 38,39, 47, and 66)

2.5 Although other areas of the directorate are not covered by these regulations, such as business support and early help and commissioning, it is best practice for these areas to follow the principles and practices set out in the revised policy.

### **3. Current situation/ proposal**

3.1 Following the expansion of the directorate, and identification of the ways in which the previous policies did not accurately cover all services and teams within the directorate, review work to combine and create one policy for the directorate was undertaken.

3.2 Review work has been completed on the associated appendices to reduce the number of forms that have to be completed on a supervision, especially for social work supervisions, where significant numbers of forms were being required to be completed before uploading to WCCIS where case discussions have taken place.

3.3 The proposed policy and its reviewed appendices can be found at **Appendix A** of this report.

3.4 Work has been undertaken across the directorate to ensure supervisions are being saved in the appropriate places to enable accurate audit activity to be undertaken which will ensure effective and appropriate supervision practice.

3.5 The policy sets out the standards for supervisions to take place within the SSWB directorate.

3.6 Concerns had also been raised regarding certain practices relating to the old policy whereby ineffective and inefficient discussions were taking place due to all tasks or cases a practitioner may be working on were being discussed which was leading to supervisions being a lengthy and time-consuming process to complete. A suggested triage system has been adopted from practice in other local authorities across Wales, where not a compulsory requirement of the policy, has been included as a suggested action to support the supervision process. This way supervisors are given oversight of all cases and tasks the supervisee is working on at each supervision, but enables triaging of cases/tasks to ensure the most challenging ones are given due time and consideration for support.

### **4. Equality implications (including Socio-economic Duty and Welsh Language)**

4.1 An initial Equality Impact Assessment (EIA) screening has identified that there would be no negative impact on those with one or more of the protected

characteristics, on socio-economic disadvantage or the use of the Welsh Language. It is therefore not necessary to carry out a full EIA on this policy or proposal.

## **5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives**

- 5.1 The Well-being of Future Generations (Wales) Act 2015 provides the framework for improving the social, economic, environmental and cultural well-being of Wales. The five ways of working have been considered in the development of the revised policy as follows:

Involvement	Representatives from across the directorate have fed into this report.
Long term	There will be a positive long-term impact of this policy review given the link between quality of supervision and quality of performance.
Prevention	To prevent high turnover of directorate staff by providing higher quality supervision practice.
Integration	This policy will be implemented and used directorate wide.
Collaboration	Work has taken place across the directorate to update and improve practice relating to supervision in the SSWB directorate.

## **6. Climate Change and Nature Implications**

- 6.1 There are no climate change and nature implications arising from this report.

## **7. Safeguarding and Corporate Parent Implications**

- 7.1 There are no direct safeguarding or Corporate Parenting Implications arising from this report, however the implementation of appropriate supervisory practice will enhance and support the directorates responsibilities towards safeguarding vulnerable individuals by enhancing and supporting practice and by providing effective supervision to practice.

## **8. Financial Implications**

- 8.1 There are no financial implications as a result of this report. All relevant training relating to SSWB supervision is met within existing Social Care Workforce Development Programme (SCWDP) budgets.

## **9. Recommendation**

- 9.1 It is recommended that Cabinet approve the implementation of the revised Social Services and Wellbeing Directorate Supervision Policy and Practice Guidelines (**Appendix A**).

## **Background documents**

None