

**Tao Complex Care**

52 East Parade, Harrogate, North Yorkshire, HG1 5LT

**4. Policy****4.1 Supervision Types**

For the purpose of this policy, the definition of 'supervision' provided at Tao Complex Care covers three identified types:

- | **Induction Supervision** - Where new staff will be supervised until competence is gained in their role. Please refer to PR24 - Induction and Onboarding Policy and Procedure
- | **Professional Development Supervision** - Where regular supervisions are completed with staff at Tao Complex Care to track the continued development of their role in relation to professional standards
- | **Managerial Supervision** - Where specific objectives are set to review performance and continued development. Training requirements will be reviewed during this supervision

4.2 The purpose of all types of supervision provided at Tao Complex Care will be to promote safe, consistent Care and best practice throughout the entire workforce, by:

- | Ensuring that each individual member of staff is clear about their roles, responsibilities and professional boundaries within Health and Social Care, both at a national and local level
- | Ensuring that individual staff members at Tao Complex Care understand and accept accountability for their work
- | Reinforcing formal training regarding expectations of staff working with vulnerable Service Users
- | Identifying ways to support the individual staff member's personal development
- | Being a source of support for staff by encouraging them to reflect on the achievements and challenges of the job
- | Encouraging staff to share any issues or concerns they may have
- | Providing regular and constructive feedback to individual staff on their performance at Tao Complex Care

4.3 In line with recommended standards, Carla Blackburn will ensure that staff have the competence to deliver in the following areas related to supervision:

- | The principles of effective supervision
- | The scope and practice of supervision in adult social care
- | The planning, revision and review of objectives for supervision

4.4 Formal supervisions will take place during the year and will provide evidence and support the content of the annual appraisal.

4.5 Tao Complex Care has a duty of care towards staff. Supervision, in whatever capacity it is delivered, will be conducted in line with the values and professionalism of Tao Complex Care.

4.6 All staff will be provided with equal opportunities to engage in supervision to ensure that the appropriate level of support is in place.

4.7 The amount, nature and quality of supervision will be appropriate to the individual and the role they are in and must be balanced with the requirements of staff to deliver their objectives and perform well in their role.

4.8 Agreed supervision arrangements must be documented and signed off by all those involved, and all supervision sessions must document key discussions and agreements.

4.9 Due to its benefits, supervision is compulsory, and non-attendance will be addressed through management policies. This applies both to supervisees and supervisors.