

Social Work Supervisor Programme - Programme Information

What is the Social Work Supervisor Programme?

The Social Work Supervisor programme is a course aimed at new social work supervisors/ team managers. The programme aims to:

- Allow space to reflect on key aspects of supervision and your role within this, delivered through nine half day training modules.
- Provide opportunity to consider your journey into the supervisory role and gain greater understanding of your own strengths and areas of development, with reference to the post qualifying standards for practice supervisors *.
- Equip you with practical tools and resources for the role.
- Provide mentoring support throughout the programme.

What is involved in participating in the programme?

- Attending nine online half day training modules (see dates/ times on the Expression of Interest form).
- Meeting with your chosen mentor on three occasions.
- Having a direct observation of your supervisory practice and receiving feedback.
- Completing the reflective learning log (comprising a brief supervisor profile, two short self-assessments, a Personal Development Plan, a critical reflection and an Action Plan).
- Allow feedback to be sought from your line manager and supervisees.

As this is a pilot programme we will also be asking attendees to provide us with course feedback.

Programme award:

This is not a pass/ fail programme. Successful completion of the course will be marked with a West Midlands Social Work Teaching Partnership certification which will be recognised by all 24 partners across the West Midlands.

Nine Training module outlines

Module 1- Introductory session

Aims:

- Explore the purpose of the programme, the role of the mentor, reflective learning log and your expectations.
- Become familiar with the Post Qualifying Standards 2018 (adults) and Knowledge and Skills Statements 2018 (children) for practice supervisors.
- Reflect on your own supervisory history.
- Consider how your role as a practice supervisor impacts the communities of people we work with as social workers.

Module 2 -Ethics and values and the effective use of power in supervision

Aims:

- Reflect on ethics and values which underpin supervision.
- Explore how identity influences supervision
- Consider the role of supervision in challenging structural inequalities.
- Consider the power and authority you have as a supervisor.
- Identify how you balance support and direction as authoritative supervisors.

Module 3 - Fundamentals of good relationship- based supervision

Aims:

- Explore the role and functions of supervision from the perspective of key stake holders.
- Explore the 4x4x4 integrated model of supervision and ways in which practice supervisors can operate effectively in each of the different areas of the model.
- Consider the importance of the supervisory relationship.
- Consideration of how you can model an empathetic relationship to your supervisees.

Module 4 - Recognising the emotional impact of practice and what can help to be a compassionate supervisor

Aims:

- Explore how key concepts from relationship-based practice can be helpful in promoting supervisees to reflect on the emotional impact of practice in supervision.
- Consider the emotional impact of practice and the importance of ensuring that discussions about this are given sufficient time and space in supervision.
- Reflect on the concept of containment – identifying your own experience of being contained and ways in which you can contain supervisees in supervision discussions.
- Consider the relevance of the team as a secure base model in helping to build a containing and supportive team identity and culture that promotes emotional resilience.

Module 5 - Developing Confident and Capable Social Workers

Aims:

- Understand your role in enabling continuous professional development.
- Identify how you build confidence and capacity in practitioners.
- Consider how coaching could enhance your supervisory practice – use of GROW model
- Consider how supervision can mirror strengths- based approaches in practice.

Module 6 - Promoting and supporting critical analysis and decision making

Aims:

- Explore how you can best support good professional judgements from supervisees and provide tools to support this.
- The use of questions to avoid the “quick fix” of moving swiftly to solutions and to promote exploration, reflection and analysis.
- Explore the systemic concept of safe uncertainty and how this can be used in supervision discussions to help practitioners reflect on a range of factors and ideas that can influence our responses to risk.

Module 7 - Performance Management and Improvement

Aims

- Understand the importance of continuous feedback.
- Explore how you can have conversations about practice improvement.
- Examine skills and areas of development in relation to giving a range of different kinds of feedback to supervisees.
- Understand the value of undertaking practice observations and giving feedback to supervisees about their practice using an evidence- informed framework.

Module 8 - Assuring good practice and development

Aims

- Reflect on how you oversee practice.
- Consider how you can effectively prioritise case discussions.
- Examine key principles of evidence informed practice.
- Explore the role practice supervisors play in promoting evidence-informed practice within teams

Module 9 Leading and Influencing others in your organisation and review of course learning

Aims:

- Explore the concept of adaptive leadership, ie when to have a strategic view and when to get amongst the staff.
- Reflect on your role and influence as practice leaders using ideas about leadership that relate specifically to the context of social work.
- Consider how your supervisory practice skills and knowledge have developed, and ways in which you plan to develop these further using an evidence-informed approach to supervision.

How to apply for the programme:

- Complete the Expression of Interest form (can be found on our website).
- Discuss a potential mentor with your manager and gain line manager consent to apply for the programme.

- Submit your signed Expression of Interest form to the West Midlands Social Work Teaching Partnership (westmidlandsteachingpartnership@coventry.gov.uk) by **31st January 2025**.
- Once the deadline has passed all expressions of interest will be sent to a nominated person within your own agency who will determine the allocation of places on the programme. This is likely to be confirmed by the end of February.

* Post Qualifying Standards for Practice Supervisors in Adult Social Work 2018 (Department of Health & Social Care). Post-Qualifying Standard: Knowledge and Skills Statements for Child and Family Practice Supervisors 2018 (Department for Education).

WMSWTP 18.12.24