

What is shared supervision?

Shared supervision allows teams to share responsibility for supervising individuals. Shared supervision is still conducted one-to-one, but the supervisor in this case will not be the supervisee's line manager, instead he or she will be a practitioner who has skills and experience relevant to the supervisee's current projects or caseload and so is able to provide specifically relevant support.

According to the [SSSC Code of Practice for Employers of Social Service Workers](#), it is essential that individuals have access to support from a competent and qualified worker. Shared supervision provides an opportunity to achieve this. Supervisors and supervisees can be matched depending on the current workload, allowing for creative and innovative practice and resource efficiency through shared responsibility for leadership and management. As well as the resourcing benefits derived from shared supervision there is a further benefit in that risk is reduced where more people are able to act in a supervisory capacity. A shared supervision approach can also provide an opportunity to develop supervision skills in individuals who do not have line management responsibilities.

This is not to say that a supervisee participating in shared supervision will not receive supervision from their line manager - they will. However such supervision will focus on the day-to-day management and performance aspects that are not directly related to providing care.

Since shared supervision is conducted on a one-to-one basis, the tips provided in the '[One-to-one supervision](#)' resource on this section of the site also relate well to shared supervision. Explore also the resources on '[Professional supervision](#)' and '[Group supervision](#)'.