



32 Supervision Policy

Supervision is an important part of working in the Early Years Foundation Stage (EYFS). It provides staff with regular support, guidance and opportunities to reflect on their practice.

At Summertime, supervision promotes the wellbeing of staff and helps ensure that children receive safe, effective and high-quality care and education.

Supervision Arrangements

All staff will receive regular supervision with their designated supervisor. Supervision will provide a safe and confidential space to:

Discuss children's development, learning, welfare and safeguarding.

Discuss staff wellbeing, workload and any concerns.

Identify and address issues and agree solutions.

Reflect on practice and identify areas for improvement.

Receive support, coaching and guidance.

Identify training and professional development needs.

Supervision will be supportive and based on mutual respect, honesty and teamwork. Confidentiality will be maintained wherever possible, although information may need to be shared where there is a safeguarding or welfare concern.

Supervision Agreement

A supervision agreement will be completed by the supervisor and supervisee. This will ensure that both understand the purpose and expectations of supervision and help create a positive and supportive environment.

Supervisors will receive appropriate guidance and training to help them provide effective supervision.

Ad Hoc Supervision

Staff are encouraged to speak to their supervisor whenever they need additional support and should not wait for their next planned supervision meeting.

Ad hoc supervision may be used to discuss immediate concerns, safeguarding matters, wellbeing, workload, performance or any other issue requiring timely support.

Suitability to Work with Children

At supervision and annual appraisal, staff will be reminded of their responsibility to inform the manager of anything that may affect their suitability to work with children.

This includes any:

Arrests

Charges

Convictions

Cautions

Court orders

Reprimands or warnings

Disqualification by association or any other relevant change in circumstances

Any concerns about a person's suitability will be dealt with promptly and in accordance with safeguarding requirements.

Summertime is committed to making supervision a positive and regular part of staff practice. The aim is to support staff, promote their wellbeing and development, and ensure the best possible outcomes for the children in our care.

Cathy White

Manager

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