



31 Supervision Policy

Supervision is a statutory requirement of the Early Years Foundation Stage and this policy is based on the premise that the supervision of staff is integral to providing an effective and positive workforce. Summertime has in place appropriate arrangements for the supervision of staff that have contact with children and their families.

- Effective supervision provides support, coaching and training for the practitioner and promotes the interests of children. Supervision should foster a culture of mutual support, teamwork, and continuous improvement which encourages the confidential discussion of sensitive issues. Staff supervision is integral to the effective delivery of services

Supervision should provide opportunities for staff to:

- Discuss issues particularly those concerning children's development or well-being with a particular focus on safeguarding
- Address issues as they arise and identify solutions
- Receive coaching to improve personal effectiveness

Summertime will;

- Prioritise supervision as an important activity
- Provide a supervision agreement completed by the supervisor and supervisee to ensure that both understand expectations within the process providing a safe environment to support the worker and facilitate reflection.
- Ensure that all staff know who the supervisors are
- Provide training and on-going development for supervisors

Ad Hoc Supervision

Although one to one supervision is at the heart of the process a supervisee should feel able to approach their supervisor between one to one meetings for an ad hoc supervision. An ad hoc supervision is the dialogue that takes place as the need arises. The value of this is that it is an important way of supporting staff, improving performance, managing stress keeping pace with change and ensuring organisational requirements are met.

Suitability

At each supervision and annual appraisal the supervisee will be asked to disclose if there is anything that would affect their suitability to work with children, including issues connected with disqualification by association.

Cathy White
Manager
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