



## **Staff Supervision Policy**

“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.”

(Statutory framework for the Early Years Foundation Stage 3.19)

Staff will be expected to attend a termly supervision meeting with a duration of 15-30 minutes, where they will be able to discuss any concerns and anxieties they may be experiencing within their role as a practitioner. An opportunity will be provided for staff to express if they feel restricted to carry out their role effectively or the setting as a whole.

The supervision meetings will provide coaching, training and personal development with the emphasis on the children and practitioners well being.

However, some supervision may not be planned if safeguarding issues or concerns are raised between planned meetings.

A record of the meetings will be confidentially kept and staff will have access to their own records.

The purpose of supervision meetings is to enable practitioners to: -

### **Organisational**

- Contribute to the settings policies and procedures
- Ensure children and their families are supported effectively
- Safeguard children
- Share responsibility for communication and the performance of the setting
- Encourage job satisfaction and staff retention

### **Professional**

- Reflect, analyse and evaluate how they work within the setting
- Maintain the settings standards and review their effectiveness
- Discuss the practitioners role within the setting and identify any personal development they want to achieve.

### **Supportive**

- Involve staff in decision-making
- Motivate and empower staff to become committed in their job role
- Identify issues relating to safeguarding and health and safety
- Support staff to managed their workload