

Section 3

General Safeguarding and Welfare Requirement: Staff qualifications, training, support and skills

Providers must put appropriate arrangements in place for the supervision of staff

Supervision Policy

Policy statement

Supervision is a formal and recorded process through which the professional actions of staff are examined and regularly reviewed. It provides a recorded system of decision making that is audited to improve practice and to improve the service that is provided to children and parents.

Supervision acts as a means for ensuring that members of staff have access to the support, training and procedures they require for professional growth and development.

Supervision enables supervisors and supervisees to examine and reflect on the quality of their practice and to facilitate discussion. Supervision meetings should provide opportunities for staff to:

- discuss any issues – particularly concerning children’s development and well-being
- identify solutions to address issues as they arise; and receive coaching to improve their personal effectiveness

Procedures

- At Chiddingfold Village Nursery School all practitioners who work directly with children and families are supervised by the Nursery Manager and Deputy Manager.
- The Nursery Manager has supervision meetings with the Chair of the Management Committee
- Supervision meetings are held every six weeks for each qualified staff member, monthly for unqualified staff and fortnightly for volunteers.
- Supervision meetings are conducted in line with existing procedures and are held in a confidential space suitable for the task.
- Supervision agreements are drawn up for all staff.
- A copy of the supervision record form is retained by the supervisor and a copy provided to the supervisee.
- Each member of staff has a supervision file which holds a copy of the supervision agreement and their supervision record form. The supervision file is stored securely at all times.
- All supervision meetings must include discussions concerning the development and well-being of each of the supervisee’s key children.

- Where concerns are raised, the supervisor and supervisee must seek to identify solutions and identify further actions that need to be taken – these are recorded on the child’s file and may include support from external agencies.
- All aspects of supervision must ultimately focus on promoting the interests of children.
- During supervision meetings members of staff are able to discuss any concerns they have about inappropriate behaviour displayed by colleagues.
- During supervision meetings staff are reminded of the need to disclose any convictions, cautions, court orders, reprimands and warnings relating to themselves (or anyone in their household) which may affect their suitability to work with children that have occurred during their employment with the setting.
- Any new information is referred immediately to **Mireille Wildeman (DCPO)**

Legal framework

- The Early Years Foundation Stage (2014)

This policy was adopted at a meeting of	Chiddingfold Village Nursery	name of provider
Held on	February 2015	(date)
Date to be reviewed	February 2016	(date)
Signed on behalf of the management committee	<hr/>	
Name of signatory	Caroline Doherty	
Role of signatory (e.g. chair/owner)	Chair	