Supervision Policy

Safeguarding and Welfare Requirements / 3.20, 3.21, 3.22, 3.76

Statement of Intent

At Skylark Day Nursery we recognise that supporting staff is essential to their wellbeing and to their long-term personal and professional development.

We wholeheartedly agree with the Plymouth Review and the following recommendations:

- **6.4** Encourage open discussions amongst the staff group about good and poor practice and facilitate constructive challenge of each other
- **8.15** All Early Years teams to have regular supervision which always includes a safeguarding element

During staff supervision as well as in more general situations the following is discussed sensitively, openly and professionally:

Workload (amount, time, duties etc.)

Concerns/team issues (worker relationships, well-being in work and out of work, rotas, new ideas, areas of work, safeguarding, children and families).

We make sure to discuss within Supervision, as stated within the EYFS;

- Discuss any issues – particularly concerning children's development or well-being, including child protection concerns
- Identify solutions to address issues as they arise
- Receive coaching to improve.

We have taken on board the EYFS requirements regarding supervision: we see supervision taking place in many forms, such as coaching, training and support. We recognise the value of regular, face-to-face, personal supervision of staff by the deputy manager.

Therefore, staff will have face-to-face supervision sessions, the frequency and length determined by how long they have been in post, their qualifications, experience and whether there are any personal or professional concerns that need to be discussed.

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The deputy managers must discuss safeguarding and staff well-being during the one-to-one supervision sessions. The deputy manager and the staff member will need to record and date any actions.

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Review Date	Name	Position	Signature