



SHERBORNE HOUSE SCHOOL

EARLY YEARS FOUNDATION STAGE Supervision Policy

1.	Policy Statement	
	1.1	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.
	1.2	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.
	1.3	Supervision enables supervisors and supervisees to examine and reflect on the quality of their practice and to facilitate discussion.
2.	Aims	
	2.1	Supervision meetings should provide opportunities for staff to: <ul style="list-style-type: none"> • 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
3.	Key Roles and Responsibilities	
	3.1	At Sherborne House all EYFS practitioners who work directly with children and families are supervised by their designated line manager.
	3.1	It is the responsibility of the Head of Pre-Prep to ensure all Line Managers implement appropriate and effective Supervision.
4.	Procedures	
	4.1	The frequency of Supervision meetings varies for each staff member, depending on need and how new they are to their role. It will generally be a monthly meeting.
	4.2	Supervision meetings are conducted in line with existing procedures and are held in a confidential space suitable for the task.
	4.3	Supervision agreements are drawn up for all staff
	4.4	A copy of the supervision record form is retained by the supervisor and a copy provided to the supervisee.
	4.5	Each Line Manager has a supervision file which holds a copy of the supervision agreement and supervision record forms. The supervision file is stored securely at all times.
	4.6	All supervision meetings should include discussions concerning the development and well-being of each of the supervisee’s key children.
	4.7	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.
	4.8	All aspects of supervision must ultimately focus on promoting the interests of children.
	4.9	During supervision meetings members of staff are able to discuss any concerns they have about inappropriate behaviour displayed by colleagues.
	4.10	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 the Head Teacher (Mrs H. Hopson-Hill)
5.	Other Policies	
	5.1	Please refer to Whole school Safeguarding policy, Child Protection policy, EYFS Safeguarding policy folder and Parent Partnership policy

Compiled by: HL	Date: January 2015	
Approved by: HH-H	Reviewed by: HL December 2015 HL September 2016	Next revision: September 2017