



Staff Supervision Policy

Reviewed April 2021

Introduction/Aim

At Lollipops we are committed to continuous improvement so that we offer the best outcomes for the children in our setting. We believe that staff development is crucial to this goal and that staff should be given regular opportunities to focus on their professional development and be able to discuss and resolve any issues they may have.

This policy was updated following a review of the new Statutory Framework for Early Years Foundation Stage which takes effect from September 2021

Policy

- We support our staff to undertake training and professional development opportunities to ensure we offer quality learning and development experiences for our children that we continually improve.
- Staff supervisions take place at least termly and provides; support, coaching and training for the practitioner and promotes the interests of the children.
- We expect all staff who have contact with children and families to fully participate in regular supervision sessions and aim to foster a culture of mutual support, teamwork and continuous improvement, which encourages the confidential discussion of sensitive issues.
- Supervisions provide opportunities to:
 - Discuss any issues, particularly concerning children's development or well being, including child protection concerns
 - Identify solutions to address any issues as they arise
 - To identify the professional development and learning needs of the practitioner and receive coaching to improve their personal effectiveness
- A written record of the supervision is kept on the supervisess's personal file



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- Supervisions last no longer than 1 hour and will be uninterrupted, unless by prior agreement
- Supervisions will be held in a mutually agreed setting, which ensures quiet and privacy
- Supervisions will be booked in advance and given priority over other commitments wherever possible. If a supervision has to be altered by either party, a new date and time will be fixed straight away.
- Supervisions will follow the agenda set out on the supervision record sheet. In addition to standing items, specific topics may be added at the start of each session by either the supervisor or supervisee
- In the event of a disagreement, either party may escalate their concern to the Nominated person for mediation or to invoke the grievance procedure.