



Kingsdown Pre-school Supervision policy

- At Kingsdown Pre-school we recognise the importance of the supervision of staff who have contact with the children and families who attend our setting as required in the EYFS framework 2021 section 3.22
- We aim to provide regular planned and accountable supervision with each member of staff each term. This will be a two way process between staff and the pre-school Manager.

Supervision is used to:

- provide support, coaching and training for pre-school staff to improve staff's effectiveness in their role which in turn should foster a culture of mutual support, teamwork and continuous improvement.
- monitor the progress of professional practice and to help staff to improve the quality of the work they do, thus improving outcomes for children as well as achieving agreed objectives.
- address issues as they arise

Supervision provides an opportunity:

- to raise any issues which are concerning staff particularly with regard to children's development or wellbeing
- to discuss any safeguarding concerns
- to identify sensitive issues including any concerns about an individual or colleagues practice

The Supervisor will also take the opportunity to discuss any matters relating to the member of staff's conduct and attitude to their position which may be causing concern.

If staff have a matter which is concerning them they are encouraged to talk with the Manager or Chairperson of Kingsdown Pre-school Committee, at any time, as soon as the matter arises instead of waiting for their next supervision meeting

This policy was reviewed by Kingsdown Pre-school on 15 April 2022. It will be reviewed annually or sooner if required.

Signed by on behalf of Kingsdown Pre-school A.Bridges
Chairperson of Kingsdown Pre-school Committee