



## **Supervising to safeguarding Policy**

Providers must put appropriate arrangements in place for the supervision of staff who have contact with children and families. Effective supervision provides support, coaching and training for the practitioner and promotes the interests of children. Supervision should foster a culture of mutual support, teamwork and continuous improvement which encourages the confidential discussion of sensitive issues.

### **Supervision should provide opportunities for staff to:**

- Discuss any issues – particularly concerning children’s development or well-being
- Identify solutions to address issues as they arise
- Receive coaching to improve their personal effectiveness

Supervision is a requirement of Early Years Foundation Stage and this policy is based on the premise that the supervision of staff is an integral part of the day to day business of our organisation. It will occur both formally and in other forums including informal discussions and group settings and, in all of these forums the process of supervision should be informed by the standards set out within this document.

### **The Jungle Hut Pre School recognises that:**

- Staff supervision is integral to the effective delivery of services.
- The quality of staff supervision impacts on outcomes for children and their families.

- The delivery of supervision must be a priority task within the organisation.
- All staff within have the right to receive regular formal supervision from supervisors who have received appropriate training and are supported within their supervisory role.
- All staff have a responsibility to participate in supervision and attend formal sessions.
- The process of supervisions is shared responsibility, staff and their supervisors are expected to contribute to the effectiveness of the process and the organisation has a responsibility to facilitate a culture which supports the process.