



## Supervision Policy

Brereton Preschool & Playgroup recognises the need for regular and effective supervision of all staff that have contact with children and families. Supervision will provide 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. (EYS 2012)

### Purpose of Supervision

#### To:

- Review staff members work load
- Monitor progress and review the direction of their work
- Identify any gaps in training needs and skills in order to enhance
- Encourage professional development
- Celebrate work achievements
- Provide a place to be challenged supportively and constructively
- Address Issues related to work
- Review working practises where necessary
- Enhance emotional well-being/work/life balance:provide a place for personal development
- Create mutually agreeable and acceptable boundaries
- Provide a place to offload

### Supervisee can expect from supervision:

- A place where guidance is received
- To be challenged: a place to address actions and follow them up
- That notes and records of the sessions are made and stored appropriately
- Assessment of training needs
- Support offered where needed
- That the supervisor has an understanding of the supervisee's work and workload
- Acknowledgement and praise is received where due
- Work is discussed and targets agreed
- A discussion of any issues - particularly concerning a child's development or well-being
- The room layout and furniture should create a comfortable atmosphere for open communication
- Supervision times should be diarised and other colleagues informed
- All session times should start and finish at agreed times
- The time of day that sessions are held should be considered.

This policy was adopted at a meeting of Brereton Preschool & Playgroup

Agreed Sept 2018

Date of review Sept 2019

