



Triangle Pre-School

Wesley Methodist Church Hall, Fromond Road, Winchester, Hampshire, SO22 6EG

Telephone 01962 880988

Registered Charity Number: 1033953

Supervision Policy

Policy Statement

Our Preschool provides termly supervision for staff who have contact with children's and families. We will ensure that our supervision is effective, providing support, coaching and training for the practitioner and promoting the best interests of children. This will foster a culture, which promotes mutual support, teamwork, and continuous improvement, which will encourage the confidential discussion of sensitive issues whilst acknowledging our confidentiality policy. Supervision should support staff to reflect critically on the impact of their decisions on the child and their family.

Supervision will provide an opportunity for staff to:

- Discuss any issues particularly concerning children's development or well being.
- To identify solutions to address issues as they arise.
- Receive coaching to improve their personal effectiveness.
- Keep a focus on the child
- Provide a forum for challenging fixed views
- Address the emotional impact of the work.

Supervision is a requirement of the 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 informally and in all of these forums the process of supervision should be informed by the standards set out within this document.

Triangle Pre School recognises that:

- Staff supervision is integral to the effective delivery of services,
- The quality of supervision impacts on outcomes for children and their families
- The delivery of supervision is a priority task within the organisation
- All staff have the right to receive regular formal supervision from managers who have received appropriate training.



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- All staff have a responsibility to participate in supervision and attend formal sessions.
- The process of supervision is a shared responsibility – staff and their managers are expected to contribute to the effectiveness of the process and the Pre School has a responsibility to facilitate a culture which supports the process.

Triangle Pre School will

- Prioritise supervision as an important activity within Pre School
- Provide training and ongoing development for Managers
- Ensure appropriate space is provided for one to one meetings
- Regularly evaluate the quality of supervision being provided.
- Ensure the delivery of one to one supervision sessions at least termly with the Manager.
- Prepare adequately for Supervision and take an active part in the process.
- Take responsibility for raising any concerns they may have about the quality of the supervisory relationship with the Manager or if this is not possible refer the matter to the Chair of the Management Committee.

This policy was adopted at a meeting of Triangle Pre School held on: 4^h February 2020.

Date to be reviewed: FEBRUARY 2022

Signed on behalf of the Management committee:

Name of Signatory:

Role of Signatory: CHAIRPERSON.....