



Play in Ltd

Supervision Policy

In order to promote an open environment where all staff feel they can share any safeguarding concerns or worries with Management, we have created this Supervision Policy in order to outline all staffs rights and club protocol for providing Supervision.

In accordance with the EYFS Statutory Framework:-

- *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:*

- 1) *discuss any issues - particularly concerning children's development or well-being, including child protection concerns*
- 2) *identify solutions to address issues as they arise*
- 3) *receive coaching to improve their personal effectiveness*

How we hold Supervisions at Play in Ltd

We hold Supervision sessions on a regular basis (at least every 3 months) where staff have a safe and private space with Management to discuss any safeguarding concerns or questions.

- An **Individual Supervision Agreement** is made with each staff member and re-visited annually & stored in the Staff members profile.
- Each supervision is documented on a **Supervision Meeting Record** & stored in the Staff members profile.
- Any concerns regarding specific children will be recorded on a **Discussion of Individual Child Record**. These concerns will be followed up by the DSL where deemed necessary.
- Management will act on any concerns accordingly, in conjunction with our Safeguarding Policy & protocol.

This policy was adopted by: Play in Ltd	Date: Sept 2021
To be reviewed: Sept 2022	Signed:

Written in accordance with the Statutory Framework for the Early Years Foundation Stage (2021): Safeguarding and Welfare requirements: Introduction [3.2]