

LONDON STEINER

EARLY YEARS SCHOOL SUPERVISION POLICY

Legislation and guidance

Supervision is a legal requirement. Under the E.Y.F.S 2017 paragraph 3.2 states that "supervision should provide opportunities for staff to discuss any issues particularly concerning children's development or well-being, including any safe guarding issues. Identify solutions to address issues as they arise and support to improve their personal effectiveness.

- "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 interest of children."
- "Supervision should foster a culture of mutual support, teamwork and continual improvement which encourages the confidential discussion of sensitive issues."

Context

Within the Early years at London Steiner school supervision is part of a process where weekly team meetings and individual sessions are held for self-reflection, support for teachers and assistants to take place.

Supervision acts as a means of support for members of Early Years teaching staff ensuring they have access to relevant training and continual professional development they need for professional growth and development. Supervision allows supervisors and supervisees to discuss and reflect upon the quality of their practice.

Supervision provides opportunities for staff to discuss any issues concerning children's development and wellbeing, to identify solutions and address any matters arising.

Supervision provides a personal space where members of the teaching staff can identify any personal areas in the realm of their practice that needs support and to develop a plan with the supervisor for meeting those needs.

Supervisors

At the London Steiner school our supervisors are:

- Diana Buonaparte: kindergarten leader and teacher of differentiated activities with 5/6-year old's .
- Helen Fraser: Designated safeguarding lead.

Supervision Process

At London Steiner school a supervisory session is a recorded process where professional progress and development is discussed and actions agreed as a starting point for providing evidence of the effectiveness of staff supervision and impact on children's well-being and learning and development.

Minutes are taken at weekly kindergarten meetings and kept in the school office. Where concerns regarding children's needs are raised the supervisor and supervisee MUST seek to identify solutions and further actions that need to be taken. These are recorded and will be kept in the child's file and may include the support from outside agencies. If a safeguarding concern is raised our designated safeguarding lead will be asked to attend the session where concerns are reported and recorded. Members of kindergarten staff can request a support meeting at any time additional to weekly kindergarten meetings.

All aspects of supervision ultimately focus on providing a safe and caring environment where children are happy and can thrive.

During our supervision sessions members of staff are able to discuss any concerns they have about inappropriate behaviour displayed by colleagues' parents or carers.

Early Years meetings are held weekly on Thursday afternoon. They provide an opportunity for peer support and team building. All Early Years staff are invited where all aspects of kindergarten life are discussed and where observations and concerns about children are a key part.

Review by/date	Diana Buonaparte 10/21
Approved by/date	College of Teachers 10/21
Approved by/date	Trustees 11/21
Next review	August 2023