

EARLY YEARS STAFF SUPERVISION POLICY

Updated September 2022

Appendix to main Child Protection Policy 2022-23 - Staff Supervision

The aim of the procedure below is to protect children.

It is recognised that staff working with children in the Early Years will find it necessary to come into close contact with children. It is, therefore, important that all staff feel able to raise concerns about the behaviours or attitude of colleagues, should the need arise. The most efficient way to facilitate the sharing of important information or concerns is through regular supervision sessions.

Regular supervision sessions:

- All EYs staff members meet with the Head of Early Years, individually, once a month, by arrangement. During the session they may discuss any concerns about the work/behaviours or attitudes of others towards children and families or concerns they may have about their own role/work/behaviours or attitude.
- The Head of Early Years meets regularly with the Head of Juniors, by arrangement, to discuss any concerns.
- In the event that a member of staff has a complaint about another member of staff, they must follow the complaints procedure

It should be noted that supervision sessions are to facilitate the genuine concerns about behaviour of staff or attitude towards a child or family, and are not an opportunity to air petty gripes and moans. Please see other school policies related to staff appraisals. Please see minutes from meetings from when staff have had opportunities to feedback and share ideas from courses they have attended. Specialist teachers contact the Head of Early Years if they have any concerns, a member of the Early Years team is always present in specialist classes.

September 2022

Ryan King

Head of Early Years

