

Severn Beach Preschool

Supervision Policy

We believe that the provision of a high quality service can only be achieved through good practice from a competent and confident workforce. In order for this to happen, it is necessary for staff members to be provided with direction, support, learning opportunities and regular supervision.

Supervision is a formal process in which the workload and performance of each member of the teams consistently review and evaluated. This will raise standards, facilitate learning and continuously improve our service, while developing individuals.

This supervision policy identifies the practice, principles and process of supervision within Severn Beach Preschool.

Supervision objectives

- Create an atmosphere of shared trust, honesty and good communication.
- Ensure that all staff members provide an efficient and effective service.
- Help staff to grow and develop professionally.
- Maximise staff knowledge, skills and understanding.
- Encourage the development of a reflective practitioner.
- Support staff members within the work context.
- Enable staff members to feel positive about their roles and responsibilities.
- Agree and assess learning and career development.

All these will improve the outcomes for children and their families.

The purpose of supervision

Supervision is not just a key means of supporting and developing staff, it is also a very effective way of influencing the quality of the service that you provide.

Managers need to use supervision to:

- Help staff to understand their roles and responsibilities in the setting.
- Support staff in continuing to learn and develop professionally in order that they may cope with the changing demands of the work place.
- Enable staff to initiate fresh ways of looking at their practice.
- Encourage staff to become effective and positive members of the team.
- Support staff in evaluating their progress and reflect on their practice.
- Celebrate staff member's achievements.
- Support staff in managing negative stress and establishing a useful balance between work and personal life.
- Give regular constructive feedback.

Supervision will be carried out regularly, each small term if possible and appraisals will be done at the end of each school year. Each member of staff will have a CPD plan.