



## Supervision Policy

At the George Eliot, we have a commitment to ensuring our staff team represents a well trained, enthusiastic team who have a passion and drive to improvement. They should represent the highest levels of dedication to:

- Promote the interests of each and every child
- Develop positive and meaningful relationships with children, their parents and families and co workers
- Have a thorough understanding of the children within their key worker group
- Be committed to further improvement, assessment and evaluation
- Be considered as part of a team - who supports each other
- Who work on their strengths and develop their weaknesses
- Be open minded to coaching and identifying solutions to shared problems
- To discuss any issues, particularly concerning children's development or well being

## What supervision means to a nursery practitioner at the George Eliot?

Our staff expects regular monitoring which may include observations, assessments or self evaluations. Every staff member has an individual and personal file and in addition a personal training plan which must complete 24 hours of mixed training or support every year. Our training and development file is open for inspection. To gain more details on up and coming training please ask Megan Haggerty and Anila Asghar.

We also carry out routine inspections, taking the format of ECERS or ITERS criteria. Supervision therefore is consistent and regular and certainly on a termly basis as opportunities must be there for staff members to discuss any issues concerning children's development and well being. This may also include safeguarding issues - this is dealt in more detail in the Safeguarding Policy.

Senior staff and management may be given certain key criteria to check on for instance:

- Health and Safety Practices
- Evidence of Sustained Shared thinking
- One to one discussions concerning key worker progression
- Circle time
- Developmental Trackers

We have an extremely strong staff team with higher qualifications far exceeding the National Standards who have been at the setting for a long time. This we feel is testament to our culture of support, trust and respect which has to be earned - and is not automatic. Staff welfare is important

to us and critically anyone who is unhappy in their job will ultimately affect the children, which is never acceptable, so we encourage any staff member to discuss any issues - whether it be personal or work related, confidentially.

To conclude, the supervision of staff is considered a vital part of our ongoing commitment to outstanding practice and therefore inherent in our everyday practice.

**Updated on 22.08.2017 by Anila Asghar**