



## Supervision Policy

### Rationale

Park Lane recognises that as we strive to improve outcomes for all our children and families, and narrow the gap in achievement of vulnerable children, safe and secure systems and the effective management of staff performance and well-being are of upmost importance.

The statutory EYFS Framework (January 2024) documents the need for effective supervision of all staff that have contact with children and families. Supervision at Park Lane School will provide support, coaching and training for practitioners and promote the interests of children. It fosters a culture of mutual support, teamwork and continuous improvement which encourages the confidential discussion of sensitive issues.

### Purpose of Supervision to:

- Provide a reflective and safe space that encourages issues and concerns to be discussed and addressed.
- Develop confidence, increase skills and understanding when working with children, parents and communities.
- Maintain a positive and co-operative working relationship between leaders and staff, built on trust and respect.
- Ensure staff's clarity of their roles and responsibilities and consistency with setting's values, policies, procedures and quality standards.
- Ensure organisational and staff accountability and development, promoting reflective, creative, ethical and safe practice.

## Supervision in Practice

- Supervision can be on a formal or informal basis, the latter within a group or one-to-one.
- Each staff member will be assigned a supervisor, usually their line manager, who has a clear understanding of their role.
- Notice and relevant paperwork, as appropriate, will be given to the supervisee prior to a supervision meeting.
- Any recorded supervision meetings will be checked and signed by both parties, with a copy provided to the supervisee and a copy stored confidentially.
- If planned, group or one-to-one meetings are cancelled, for any reason, they will be rescheduled as soon as possible.

## Confidentiality

Confidentiality will be maintained in accordance with our confidentiality policy.

## Monitoring and Evaluation

Supervision practice will be quality assured in line with the monitoring and evaluation policy, with outcomes reported to the leadership team and governors.

Policy adopted:	March 2024	Date:
Policy reviewed	September 2025	Date: 1/9/2025
Review due:	September 2026	Date:
Signed by:	C Noonan	Date:
Name of signatory:	Claire Noonan	Date: