



LITTLE ELLIES

Supervision Policy

Policy Creation & Review	
Author(s)	Manager
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Little Ellies

Policy statement

The daily experience of children in our setting and the overall quality of provision depends on all practitioners having appropriate qualifications, training, skills and knowledge and a clear understanding of their roles and responsibilities. Supervision strengthens the safeguarding culture we are committed to in our setting. Here at Little Ellies we take our pupil supervision seriously as we do with monitoring our staff supervision of pupils.

Supervision

Supervision in the EYFS is a formal and recorded process through which the professional actions of staff are discussed and regularly reviewed. It provides a recorded system that is audited to improve practice and to improve the provision for children.

In accordance to the EYFS Statutory Framework 2025:

3.34 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 interests of children. Supervision should foster a culture of mutual support, teamwork, and continuous improvement, which encourages the confidential discussion of sensitive issues.

3.35 Supervision should provide opportunities for staff to:

- Discuss any issues – particularly concerning children's development or wellbeing, including child protection concerns.
- Identify solutions to address issues as they arise.
- Receive coaching to improve their personal effectiveness.

The Safeguarding and Welfare requirements expect all aspects of the above are covered alongside identifying any causes for concern and a way for staff to discuss issues including child protection and identify solutions.

Supervision is:

- An individual meeting between the Manager or Deputy Manager, to discuss opportunities of professional development in line with learning needs and personal development to address any issues identified
- It is not a staff appraisal - but can evaluate practice, talk about aspects of practice that may be challenging and require a solution focused approach to improving practice for each staff member
- A way to ensure all staff receive regular and constructive support, guidance and feedback in relation to their work
- A way of identifying roles and responsibilities towards the Nursery Development Plan to improve the setting as a whole
- A means to support identified children and families to reach age expected goals as outlined in the EYFS Statutory Framework and provide any additional pastoral support such as Early Help
- A way of ensuring that decisions made are in the best interests of children and their families and meet national and local expectations, policies and procedures.

Line Management

Effective line management will give direction, ensure quality and will link individual practice to team performance and objectives. To achieve this, Managers must evaluate practice from observations, record keeping and summative assessments and provide feedback and guidance to the employee. Managers should regularly discuss performance and practice so that staff fully understand the requirements of their role and can determine how to improve their practice. Supervision must also always address any capability, disciplinary and grievance issues, with a view to resolving these at the earliest possible stage.

Managers hold an overall duty to support the welfare of their staff and to promote anti-discriminatory practice. Each supervision will vary to meet the needs of each individual and their responsibilities. These will be agreed together, recorded, and staff have a duty to promote this to the highest standard in the setting to continuously move the setting on. This will be supported by relevant CPD opportunities and training that is supportive of set targets.

Staff should expect to:

- be given clear objectives and standards, appropriate deadlines and help in achieving their objectives;
- be able to question how things are done and what is expected;
- be given the opportunity and time to express any concerns
- be given appropriate support and receive coaching where necessary;
- be told in a constructive way if their work is at a poor standard and have a strategy for improvements discussed and agreed;
- receive appropriate feedback

Frequency & Confidentiality:

The frequency of Supervisions and reviews are done termly at Little Ellies.

This can differ according to the needs of the child and the family.

Supervision meetings are conducted in line with existing procedures and are held in a confidential space.