DERBYSHIRE County Council

M: Supervision of staff – Group and school-based providers

What do I need to know?

- Legal Framework
  - Equality Act 2010
  - The Health and Safety (First-Aid) Regulations 1981

EYFS statutory framework for group and school-based providers page 30, paragraphs 3.35 – 3.36.

Supervision of staff (page 27 of audit)	Things to consider and discuss:
Do you **ensure** you put appropriate arrangements in place for the supervision of staff who have contact with children and families?	• Do you understand the importance and role of supervision? Do staff understand it's importance?
Do you provide effective supervision which provides support, coaching and training for the practitioner and promotes the interests of children?	• What supervision arrangements are in place for staff? • How do your supervision processes support and protect children and families? • How do you evaluate the effectiveness of your supervision arrangements - what is the impact?
Do you provide supervision which fosters a culture of mutual support, teamwork and continuous improvement, which encourages the confidential discussion of sensitive issues?	• What do your supervision arrangements entail? How do you ensure you provide support, coaching and training for practitioners through these arrangements? • How do you know supervision promotes the interests of children? • How do you know your supervision fosters a culture of mutual support, teamwork and continuous improvement? • Do your supervision arrangements encourage the confidential discussion of sensitive issues? Do staff know what the procedures are if they wish to confidentially discuss sensitive issues? How do you know that all staff feel comfortable to discuss sensitive issues? Have you a space to hold confidentially sensitive issues?

Supervision of staff (page 27 of audit)	Things to consider and discuss:
Do you make sure you provide supervision 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?	• What supervision arrangements are in place for staff? • How do you evaluate the effectiveness of your supervision arrangements? What is the impact of staff supervisions? • How do you ensure you address any issues and identify solutions • Who delivers coaching and does it improve personal effectiveness? • Have you received training on how to support, coach and train staff? • How do you gain the opinions of staff on the effectiveness of the supervision process?

Useful links and further help:

UK Government and Ofsted guidance to registration
Early years qualifications list
First aid at work - your questions answered
Basic advice on first aid at work
First aid in schools

Derbyshire SchoolsNet - Early Years
Derbyshire Early Years Service - Eventbrite
Email: CS.EYS@derbyshire.gov.uk