



Nursery Strategic Leader & Nominated Individual Mrs E Williams BEd. Hons NPQH
Nursery Manager: Miss C Bates

Initial Policy date	November 2023	Next scheduled review	November 2024
Governor approved	November 2023	Key person/people	NI & Rotherly Manager
Model Policy	N	Model localised	Basis from TWS policy.

CONTINUOUS PROFESSIONAL DEVELOPMENT & SUPERVISION

Principles

Rotherly Day Nursery is a setting operating under the governing body of The Westgate School and as such, its approach to professional learning is in alignment with the professional learning practices of wider organisation as captured in the statement: a community of learners where partnerships inspire success for all: learning together, achieving excellence.

At Rotherly Day Nursery, managers will:

- Ensure that all colleagues in nursery have the opportunity to develop the skills, knowledge and attributes necessary to successfully fulfil their designated roles including those relating to safeguarding, Prevent and Paediatric First Aid.
- Meet the developmental requirements of the Specialist Team Improvement Plan and external frameworks such as: the Early Childhood Environment Rating Scale (ECERS) and Infant Toddler Rating Scale (ITRS) and the Family Child Care Environment Rating Scale (FCCERS-R).
- Evaluate and plan for the continuous professional development of employees in the setting through twice monthly professional development meetings (for all employees) and twice monthly leadership development meetings (Managers and Deputy Managers).
- All training sessions will include an input (refresher or otherwise) relating to safeguarding.
- Ensure that all employees are engaged in appropriate professional development including through: in-house training, support from The Westgate School (as requested), online professional training from reputable organisations, engagement with Hampshire's training offer and that from the Hampshire Safeguarding Children Partnership Board.
- Keep accurate records of professional development and link these to individual IPPs and the team improvement plan.
- Use embedded as well as distinct quality assurance processes to monitor the effectiveness of professional development and to identify areas for development or remedy.

Requests by teachers for additional professional learning should be made to the Nursery Manager in the first instance and then to the Strategic Lead/Nominated Individual.

Leadership and Management

The professional development of employees in the nursery will be led by the Nursery Manager, in liaison with the Strategic Lead/Nominated Individual. It will be supported in practice by the supervision of colleagues by Deputy Managers and room leaders. Qualified practitioners will also support apprentices and unqualified practitioners in putting into practice the expectations of the nursery.

Managers will be responsible for ensuring that all employees of the nursery will receive bi-weekly safeguarding training/refresher as well as attending bespoke courses suitable for the setting as offered by Hampshire's Early Years team.

Managers of the nursery will also ensure that all practitioners remain up to date with Paediatric First Aid training and that DSLs remain up to date with Hampshire's DSL training. The Nursery Manager will also be Safer Recruitment Trained.

Leaders and Managers in the Nursery will:

- Prioritise Professional Learning as an integrated part of daily practice as well as through discrete training
- Communicate training opportunities and needs to the Strategic Lead/Nominated Individual.
- Ensure the training and learning of all colleagues for whom they are responsible
- Ensure legal and compliance obligations are fulfilled.
- Be responsible for discussing and reviewing the IPP with each team member.
- Facilitate activities such as peer-observations and working with colleagues in The Westgate School such as EYFS leaders
- Use meeting times as opportunities for Professional Learning.
- Ensure that apprentices and new colleagues are appropriately supported.
- Undertake regular quality assurance of practice
- Support reviewees to achieve targets.

Nursery Practitioners will:

- Take responsibility for their own professional learning.
- Engage positively with the IPP process
- Identify areas for personal and professional development affecting working practice.
- Liaise with line manager about development opportunities.
- Participate in (and contribute to) all Professional Learning and in-house training as required.
- Take opportunities to share expertise with colleagues
- Ensure legal obligations are met through appropriate training.
- Engage with professional learning opportunities offered.
- Demonstrate high levels of reflective practice and professional generosity in supporting others and the nursery.

Supervision at Rotherly Day Nursery

“Supervision should foster a culture of mutual support, teamwork and continuous improvement, which encourages the confidential discussion of sensitive issues” 3.22 Statutory framework for the early years foundation stage 2021

“Effective professional supervision can play a critical role in ensuring a clear focus on a child’s welfare. Supervision should support professionals to reflect critically on the impact of their decisions on the child and their family” 74 Working Together to Safeguard Children 2018

Regular supervision for all colleagues will support and strengthen the safeguarding culture of the Rotherly Nursery

Safeguarding supervision is complementary but separate from the IPP process

Aims

- To provide the opportunity for colleagues to discuss any issues concerning a child’s development or well-being, including safeguarding concerns
- To support colleagues’ emotional well-being
- To promote the interests of each unique child
- To promote and develop competence and skill in safeguarding practice
- To identify any areas for future professional learning

Types of Safeguarding Supervision

Planned 1:1 safeguarding supervision

Safeguarding 1:1 meetings are held every 6 – 8 weeks and are led by a DSL Nursery colleague. A written record of the meeting will be kept, see Supervision form Appendix 1.

Responsive safeguarding supervision

There may be times when colleagues need to seek advice and clarification from Nursery DSLs regarding a situation with a child in their care. These are un-planned sessions and are in addition to the regular planned 1:1 meetings.

Supervisors leading supervision will have the opportunity for appropriate training.

Safeguarding issues raised through supervision will be acted on following organisational policy.

An annual internal supervision audit will be undertaken to measure impact and effectiveness. This will be based on the Hampshire Internal Audit tool.

Appendix 1



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Safeguarding Supervision EYFS Rotherly Day Nursery

Colleague		Supervisor	
Date			
Agenda to usually include:			
1. Review Previous Actions- check progress			
2. Discussion of Key Children			
a. During conversations consider children's development - Health, Wellbeing, Learning. Lived experience of the child, specific vulnerabilities, parents and carers, family and environment factors			
b. Refer to Hampshire Children's Threshold Chart			
3. The voice of the child			
4. Views of other professionals			
5. Next steps			
6. Identify any future training, development needs			

Discussion Dated	Actions needed by supervisor or supervisee	Date completed

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Future Agenda items

Signed Supervisee	Signed Supervisor
Date	Date
Date of Next Meeting	