

Stretching your staff through supervision

Ruth Mercer has had a long career within Early Years and is a former headteacher of a large nursery school and children's centre in London. Learning through a culture of listening, Ruth went on to train as an executive coach and now works with both maintained and PVI settings, supporting leadership development through training, supervision, coaching and mentoring.



Online webinar forthcoming to help you examine your supervision practice.

If you were asked what supervision looks like in your setting what would you say? Is it clear in your mind that you have a secure system for supervision? Is it a bit touch and go? Or is it on your long to-do list but you haven't got there .. yet? How might coaching enhance your supervision conversations?

The EYFS (2024) states:

*3:27 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*

The findings of serious case reviews on safeguarding led to supervision being added to the EYFS statutory requirements in 2012. This brought stricter expectations on recruitment procedures (as a deterrent to potential abusers). There was also a shocking revelation that a culture of abuse can be inadvertently sustained without regular examination and challenge of practice i.e. through supervision.



Yet, supervision still remains vague in many settings. How confident are you about the supervision provided for your team? What pitfalls of your role impact on your good intentions to provide this?

Drawing on her experience of working across all early years sectors, Ruth has a forthcoming webinar which can help examine your supervision practice. It explores the importance of

supervision for safeguarding and looks at the 4x4x4 model, (Morrison, 2009; Sturt and Wonnacott, 2016) often used within the social care system. The webinar is designed to start building reflective practice within supervision in your setting, and introduces GROW, (Whitmore, 2009), a coaching model to support this.

This webinar is designed for all leaders in early years schools and settings and will draw your attention to key components that will stretch your and your staff teams through the supervision process.

References:

Morrison, T. (2014) *Staff Supervision in Social Care*. (2nd Ed) Pavillion

Sturt, P. and Wonnacott, J (2016) *P Supervision for Early Years Workers*. Pavillion

Whitmore, J. (2009) *Coaching for Performance*. (4th Ed) London: Brearly