

Oakfield School

32. Staff Supervision Policy



To be Reviewed:	April 2019
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POLICY STATEMENT

It is the policy of Oakfield School to provide high quality education and residential that is appropriate, responsive and flexible to meet the needs of pupils attending the school. To achieve this staff working within the school need to:

- Understand what is expected of them
- Have the skills, knowledge, behaviours, values and attitudes necessary to carry out their role
- Be fully supported in their work and managed effectively

Supervision is one of the ways this can be achieved

PROCEDURE

Definition

Supervision is a regular one-to-one meeting between the supervisor and supervisee in order to meet school, professional and personal objectives.

The supervision process is a key part of the performance management and continuous professional development system within the school

Supervision Methods

This policy is concerned primarily with one to one supervision that takes place in private at a pre-arranged time. All staff working within the school will have access to this method of supervision.

It is recognised, however, that supervision is much more than these one to one sessions; it is an on-going process that takes place in many different settings and in many different ways. The two main methods, other than formal one to one sessions are detailed below; they have a place but cannot and should not replace planned, formal, recorded one to one sessions.

Group supervision

This should not replace individual supervision but can be used to complement it. It will involve a group of staff; all involved in the same task, meeting with a supervisor to discuss issues about their work or the way they work together as a team. This may be done in the context of a regular team meeting or as a separate session to look at specific issues.

Unplanned or “ad-hoc” supervision

The pace of work and change and the frequency of supervision means that staff often have to “check something out” with their supervisor, obtain a decision or gain permission to do something in between formal supervision sessions. In addition, staff who work closely with their supervisor will be communicating daily about work issues, problems arising, changes in policies and procedures.

This form of supervision is, of course, a normal and acceptable part of the staff/supervisor relationship. There are 2 points that need to be considered when utilising this type of supervision:

- Any decisions or actions made should be recorded appropriately
- Where supervisor and supervisee work closely together this does not negate the need for private one to one time together on a regular basis. The focus of these sessions is wholly on the individual, their development, performance and any issues arising from their work that do not arise on a day-to-day basis

If a supervisor is absent from work for an extended period of time (over two months) the senior manager for that part of the school should ensure that effective arrangements are in place for the supervision of the staff affected.

Supervision Records

The recording of supervision sessions is the responsibility of the supervisor. The supervisor must adhere to the following standards of recording:

- The detail included in the supervision record is a matter of judgement for the supervisor. In general, the record should be detailed enough so that issues can be revisited, if necessary, at a later date and still be understood. A short summary of the discussion and the decisions or action points arising should be sufficient in most cases
- Supervisors should aim to give a copy of the record to the supervisee for signature within 2 weeks. If this is not possible they should be with the supervisee before the next supervision session
- Records should clearly detail any decisions that have been made, and the reasons for these, any agreed actions including who will take responsibility and the timescale for carrying out these actions
- The records should be signed and dated by both parties. If there is disagreement as to the content of the record this should be noted by the supervisor. A copy should be retained by both parties.
- Whilst it is recognised that many staff prefer to keep records on computer systems, in the case of supervision records hard copies must be taken. This is to both safeguard the supervisor and supervisee and ensure that records are not altered in any way
- Both supervisor and supervisee to complete and sign the supervision monitoring record at the end of the supervision.

Confidentiality and Access

Supervision is a private but not confidential process. This means that the records are the property of the school, not the individual. From time to time, supervisors will need to discuss the content of supervision sessions with others e.g. their own line manager, this should always be with the knowledge of the supervisee

Access to supervision records should be controlled and all records should be locked away so that others who do not have a legitimate right to see the records cannot access them.

Supervisees should be aware, however, that other than themselves and their supervisor others will, from time to time, access records, and these might include:

- Senior Managers – for quality assurance purposes
- Investigating Officers – for disciplinary purposes
- Inspectors – Ofsted

Storage and Retention

The individual’s supervision records will be kept in a secure place by their line manager. House Managers should store their supervision notes in the Head of Care’s office or in the staff’s individual files.

Complaints

Supervisees should be clear about whom they should contact if they wish to complain about an aspect of the supervision sessions. Supervisees should always discuss any complaints or dissatisfaction in the first instance with their supervisor and endeavour to reach an agreement within the normal supervision process.

If the complaint cannot be resolved by discussion with the supervisor the supervisee should raise the issue with the supervisor’s manager.

Disagreement

Areas of disagreement between the staff member and their supervisor should be recorded on the supervision record. Areas of disagreement that cannot be resolved may be referred to the supervisor’s line manager.

Cancellations

If the supervision session has to be cancelled by either party the meeting should, wherever possible, be re-arranged at the time of cancellation and should be held within 5 working days of the original meeting time.

This Policy was reviewed May 2017.

Signed:

Lee Morfitt (Chair of Governors)