THE HUB EDUCATIONAL SERVICES CIC

STAFF SUPERVISION POLICY

Written: April 2026 **Review Date:** April 2027

Introduction

The Hub Educational Services CIC is committed to ensuring that all staff involved in the education, care, and supervision of pupils are supported, guided, and monitored in a way that promotes high-quality teaching, strong safeguarding practice, and a positive learning environment. This policy sets out the framework through which staff supervision takes place and reflects the expectations of the current Ofsted Education Inspection Framework, Keeping Children Safe in Education (2024–2026), and the professional standards required of staff working in Alternative Provision.

Supervision at The Hub is understood as a structured, purposeful process that enables staff to reflect on their practice, receive guidance, develop professionally, and ensure that pupils are safe, supported, and able to thrive. Effective supervision strengthens teaching, enhances staff wellbeing, and contributes to the overall quality of education.

Purpose of the Policy

The purpose of this policy is to ensure that staff supervision is carried out consistently and effectively across the provision. It aims to safeguard pupils, maintain high standards of teaching and learning, and support staff in their professional growth. Supervision is designed to promote accountability, reflective practice, and continuous improvement, while also ensuring that pupils' welfare remains central to all decision-making.

Through this policy, The Hub seeks to create a culture where staff feel supported, valued, and confident in their roles, and where supervision is seen as a constructive and collaborative process.

Policy Statement

The Hub is committed to providing a supervision framework that fosters collaboration, innovation, and excellence in teaching. We recognise that high-quality supervision contributes directly to the safety and wellbeing of pupils, the professional development of staff, and the overall effectiveness of the provision. Our supervision practices are

designed to be fair, transparent, and aligned with Ofsted expectations, ensuring that staff are equipped to deliver outstanding education and care.

Scope

This policy applies to all teaching staff, teaching assistants, and any other staff involved in supervising Key Stage 3 pupils. It also applies to staff who support pupils pastorally, behaviourally, or through targeted interventions. All staff, regardless of role or experience, participate in supervision as part of their professional responsibilities.

Roles and Responsibilities

The Senior Leadership Team is responsible for ensuring that supervision practices are consistent, robust, and aligned with Ofsted expectations. They provide training, set expectations, and promote a culture of continuous improvement. Line Managers play a central role in monitoring staff performance, facilitating regular review meetings, and offering constructive feedback that supports professional development. Teachers are expected to engage in reflective practice, participate fully in supervision sessions, and act on feedback to enhance their teaching. Children's Champions work collaboratively with teachers to implement support strategies for pupils who require additional guidance or monitoring.

Together, these roles ensure that supervision is meaningful, supportive, and focused on improving outcomes for pupils.

Supervision Methods

Supervision at The Hub takes place through several complementary methods.

Regular One-to-One Reviews

All staff participate in biannual performance reviews with their line manager. These meetings provide an opportunity to discuss progress, challenges, professional goals, and the impact of teaching on pupil outcomes. Reviews are informed by Ofsted criteria and the Teachers' Standards, ensuring that staff performance is evaluated fairly and consistently.

Peer Observation

Peer observation is encouraged as a way of sharing best practice and strengthening professional relationships. Staff observe one another at least once per academic year, and observations are scheduled each term. This process promotes reflective practice, encourages collaboration, and allows staff to learn from each other's strengths.

Mentoring and Coaching

The Hub operates a mentoring programme in which less experienced staff are paired with experienced educators. Mentoring provides guidance, reassurance, and practical support. Coaching sessions are also available to help staff develop specific skills or address particular areas of practice. These sessions are tailored to individual needs and contribute to staff confidence and competence.

Professional Development and Training

Continuous Professional Development (CPD) is central to staff supervision. The Hub provides regular training opportunities to enhance teaching methodologies, subject knowledge, safeguarding practice, and behaviour management. The effectiveness of CPD is evaluated through staff feedback, pupil outcomes, and observation data, ensuring that training remains relevant and impactful.

Compliance and Safeguarding

Safeguarding is integral to staff supervision. All staff must be familiar with The Hub's safeguarding policies and understand their responsibilities under Keeping Children Safe in Education. Safeguarding training is embedded within the CPD programme, and supervision sessions routinely include discussion of safeguarding concerns, pupil welfare, and staff responsibilities.

Supervision practices are regularly reviewed to ensure compliance with the latest Ofsted framework. This includes evaluating leadership and management, the quality of education, behaviour and attitudes, and personal development. Staff supervision contributes directly to these areas by ensuring that teaching is effective, safeguarding is robust, and staff are well supported.

Monitoring and Evaluation

The effectiveness of this policy is monitored through feedback from staff, pupil voice, performance data, and outcomes from Ofsted inspections. Supervision records, observation notes, and CPD evaluations are used to assess how well the policy is being implemented. The policy is reviewed annually, and adjustments are made where necessary to ensure that supervision remains relevant, effective, and aligned with national expectations.

Ofsted Expectations

The current Ofsted framework identifies several characteristics of an outstanding provision. These include consistently high standards of teaching and learning, strong leadership and management, effective safeguarding procedures, positive relationships with parents and carers, and a culture of continuous professional development. The Hub's supervision policy is designed to support these expectations by ensuring that staff are well trained, well supported, and committed to delivering excellent education.

Conclusion

By adhering to this Staff Supervision Policy, The Hub aims to maintain an environment that reflects the highest standards of professional practice and prepares Key Stage 3 pupils for successful futures. Supervision is a shared responsibility and a vital part of ensuring that pupils receive the best possible education and care. This policy will be reviewed annually, or sooner if required, to ensure that it continues to meet the needs of pupils, staff, and the wider provision.