

# SUPERVISION GUIDELINES AND PROCEDURE

Effective supervision is integral to creating environments that are safe and responsive to children's needs, interests and abilities. Identifying potential risks and hazards allows educators to determine the level of supervision required for different situations and environments, whilst promoting children's agency, exploration and development.

Supervision for children in OSHC requires educators to cater for a wide range of ages and abilities and requires flexibility and organisation to ensure thoughtful design and arrangement of children's environments, assists in the prevention and severity of injury to children. Effective supervision of children provides educators with the opportunity to support and build on younger children's play experiences whilst supporting older children's independence.

Working in conjunction with the *Supervision Policy*, this procedure provides guidelines for educators to follow to provide effective supervision while supporting children's wellbeing, development and learning.

*Education and Care Services National Law or Regulations (R.101, 115, 120, 121, 122, 123, 126, 132, 133, 134, 166, 168, 176, 264) NQS QA 2: Element 2.2.1 and 2.2.2 Health practices and procedures*

*Related Policy: Supervision Policy*

SUPERVISION GUIDELINES	
1	<p><b>Planned positioning</b></p> <p>Educators position themselves to be able to scan or regularly look around the area to observe children in the environment. Educators ensure close proximity to children who may require additional support.</p>
2	<p><b>Practicing awareness</b></p> <p>Requires knowledge of individual children- knowing each child's range of skills, interests, ability to interact with others, developmental stage and behaviour. Knowledge of children helps educators to monitor, support and enhance skills that promote children's agency.</p>
3	<p><b>Being alert to the surrounding environment</b></p> <p>Involves educators regularly glancing around the outdoor and indoor area and listening carefully to volume and tone of children's voices. Children who are not in an educator's direct vision are still able to be supervised and responded to immediately if required.</p>
4	<p><b>Guided conflict resolution</b></p> <p>Educators can support children when they are unable to problem solve or resolve conflict on their own. This assists children to build on their social skills, supports their development and helps ensure the safety of all children. For this to be effective, educators need to be knowledgeable of the children in their care and any behaviour plans that are current.</p>
5	<p><b>Provide close supervision</b></p> <p>In areas that may pose a potential risk to children's health and safety. Educators are required to evaluate the situation and determine if intervention is required depending on the age and ability of</p>

	each child. Sometimes, a child needs reassurance to explore and take appropriate risks with the support of an adult. Educators must be aware of 'blind spots' within different environments.	
6	<b>Consideration of all children</b> Educators are aware of the different ages, personalities, behaviours and characteristics of the children in their care to ensure that different levels of supervision are relevant and responsive to each child's developmental needs.	
7	<b>Consistent supervision strategies</b> Support a positive, inclusive approach to children's ability to make responsible and appropriate decisions about their behaviour, interactions with others and their learning.	
8	<b>Actively supervising hygiene practices</b> Supervising and modelling appropriate practices such as hand washing, use of hand sanitiser, cough and sneeze etiquette assists in ensuring the health and safety of children and staff.	
9	<b>Observation and engagement</b> Being responsive to children's supervision needs and engaging in opportunities to promote independence and learning.	
10	<b>Communication and collaboration</b> Ensuring all staff are aware of the needs of individual children and the supervision they may require in any given situation or environment. Communicating when changes in supervision occur due to a range of variations- collecting resources, visiting the bathroom, attending to an individual child's needs.	
11	<b>Health and Safety</b> Ensuring effective supervision of children due to illness or injury. Children must be closely supervised and kept safe, comfortable until their parents/guardian is able to collect them from the service.	
12	<b>Clear supervision plans</b> Ensuring all staff (including relief staff) understand supervision plans and procedures to ensure the safety of all children. Ensure supervision plans are kept up to date.	
13	<b>Self-reflection</b> Consider your own supervision practices (observation skills to anticipate times when children may need closer supervision)	

#### SUPERVISION PROCEDURE

1	Educators are to be aware of where all children are at all times and monitor their environment closely	
2	Educators are to be able to respond to any situation immediately, particular when a child is distressed or in a hazardous situation	
3	The Nominated Supervisor/responsible person will develop and maintain rosters that ensure continuity of care and adequate supervision at all times when children are being educated and cared for in the Service and on excursions.	
4	The Nominated Supervisor/responsible person is to adopt accepted best practice; ensuring no staff member is left alone with a child to support child protection protocols.	

5	Educators will have a sound understanding of their duty of care and responsibilities in ensuring children are within a safe environment at all times	
6	Educators will implement vigilant supervision strategies for hygiene requirements including: <ul style="list-style-type: none"> <li>regular handwashing</li> <li>toileting</li> <li>cough and sneeze routines- using disposable tissues and handwashing</li> </ul>	
7	The Nominated Supervisor/responsible person will inform new and relief educators about supervision arrangements, outlining their supervision responsibilities	
8	Educators will ensure that hazardous equipment and chemicals are inaccessible to children	
9	Educators will ensure adequate supervision is provided when children are transported in a vehicle at all times (see <i>Safe Transportation Policy</i> and <i>Road Safety Policy</i> )	

### SUPERVISION PLANS AND RISK ASSESSMENTS

1	The Nominated Supervisor/responsible person and educators will conduct risk assessments and plan ongoing supervision taking into consideration the layout of the premises and grounds, any higher risk activities, the presence of any animals, the location of activities, any obstructions to the line of sight and the location of bathroom facilities	
2	The Nominated Supervisor /responsible person and educators will ensure the supervision plan and strategies will be displayed for families in all rooms and in the outdoor area.	
3	The Nominated Supervisor/responsible person will ensure that a Risk Assessment and Management Plan is carried out before an authorisation is requested for an excursion. The risk assessment will consider and identify the number of adults required to ensure continuous adequate supervision throughout the excursion.	
4	The Nominated Supervisor/ responsible person and educators will regularly evaluate the efficiency of the supervision plan and make changes as required.	

### ACTIVE SUPERVISION STRATEGIES

1	Educators are to communicate and collaborate with others to ensure the effective supervision of children within the Service.	
2	Educators will avoid activities or actions that will distract them from supervision, such as speaking to other educators for long periods of time, taking personal phone calls, checking mobile phones or administrative tasks.	
3	Educators are to position themselves to allow them to observe the maximum area possible	
4	Educators are to move around the environment to provide maximum vision of the area and avoid standing with their back to children or talking with other educators.	

5	Educators will alert other colleagues if they need to leave an area for a particular reason to ensure continuous supervision of children (e.g.: to obtain resources, visit the bathroom), another educator is to replace them, ensuring ratios are maintained at all times	
6	Educators will actively engage with children to support their learning whilst actively supervising and observing children	
7	Educators will ensure that all children are in sight or hearing of educators at all times	
8	Educators will ensure that no child is left alone while eating or during toileting. Educators are not to enter children's bathrooms but must be able to hear children and supervise them entering/exiting the bathrooms, maintaining children's dignity and right to privacy	
9	Educators are to adequately supervise children during rest time in accordance with the <i>Rest Policy</i> and relevant legislative requirements	
10	Educators will scan the environment during interactions with individuals or small groups	
11	Educators will listen closely to children whilst supervising areas that may not be in a direct line of sight noticing changes in volume or tone of voice	
12	Educators will plan for a mixture of activities to allow for appropriate supervision of groups of children	