



**BROCKHURST & MARLSTON HOUSE SCHOOLS**  
Including all of the Pre-Prep Department and Early Years  
Foundation Stage



## **SUPERVISION POLICY**

**Brockhurst & Marlston House Schools (the School) is committed to providing the best possible care and education to its pupils, and to safeguarding and promoting the welfare of children and young people. This policy is written with that commitment in mind, and in accordance with KCSIE September 2024.**

**Reviewed: September 2024**

**Next Review: September 2026**

### **1 Policy statement**

#### **1.1 Scope:**

This Policy applies to employees and supervisors (as defined below) at Brockhurst & Marlston House School (the School).

#### **1.2 Publication:**

This Policy is provided to all employees and is available on the School's website.

**1.3** This Policy can be made available in large print or other accessible format, if required.

#### **1.3 Policy aims:**

Through the operation of this Policy, the school aims to protect the health, safety and welfare of pupils and others at or affected by the school's operations by:

**1.4.1** Ensuring the proper and effective supervision of pupils on the school premises or whilst on school arranged educational visits and other activities and on authorised journeys;

**1.4.2** Ensuring that the school meets its duty to supervise pupils to the required standard of reasonably careful or prudent parent;

**1.4.3** Ensuring that every precaution is taken to prevent unauthorised persons from having access to pupils.

### **2 Definitions**

**2.1 Authorised Journey:** means transport arrangements made by or on behalf of the school for the purpose of transporting pupils to and from school or on educational visits or trips. It does not include private arrangements between parents or pupils.

**2.2 Boarder:** means a pupil enrolled at the School, other than a day pupil, who is accommodated overnight at the School or elsewhere in accommodation arranged by the School.

**2.3 Employee:** means anyone who works under a contract of employment at the school.

**2.4 External Provider:** means any person or organisation, other than the school or an employee, who provides a service and or facilitates an activity under a contract with the school.

**2.5 Ratio:** means the number of supervisors to pupils.

**2.6 Supervisor:** means any employee or any other person who has been assigned a designated supervisory role by the school. It can include but is not restricted to: teachers, teaching assistants, lunchtime supervisors, temporary or agency workers and volunteers. It does not include anyone under the age of 18 (including prefects or senior pupils) or gap students. All Supervisors will have been assessed and authorised in accordance with the school's child protection procedures and safeguarding arrangements and the appropriate legislation and guidance applicable at the time.

**2.7 Supervision:** means the effective arrangements for the management and care of pupils whilst under the care of the school, whether on the school premises or otherwise. Supervision may be close or remote: in some instances the school may not require pupils to always be within the sight of or under the direct supervision of a Supervisor (unless this is specifically required under applicable legislation or guidance, under the terms of this Policy, or if it is determined by the school's risk assessment) but they should be able to summon help quickly in the event of an emergency.

**2.8 Teacher:** means an employee whose principal function is teaching pupils or the management of those employees who teach pupils.

**2.9 Transport Provider:** means a bus, coach, Taxi Company or other external transport provider which has been authorised for use by the school.

**2.10 Visiting Pupil:** means a pupil who is not enrolled as a pupil of the school, but who is on the school premises and / or otherwise accommodated overnight at the school. It does not include circumstances where the school has let the accommodation and / or premises to another organisation and that organisation has assumed total responsibility for the supervision of the pupils whilst using the school accommodation and / or premises.

### **3 Responsibilities**

**3.1** The Directors of the School, as employer, are responsible for ensuring the health, safety and welfare of pupils on the school premises or whilst on school-arranged educational visits, other activities and on authorised journeys and the health and safety of those affected by the school's operation. They delegate responsibility for the day to day management of supervision arrangements at the school to the Heads.

**3.2** SLT is responsible for implementing the terms of this policy and for ensuring that:

- All employees, supervisors and pupils understand and adhere to the terms of this Policy and to the School's Supervision arrangements generally;
- There are suitable arrangements for the proper and effective Supervision of pupils at all times whilst they are under the care of the School;
- Supervision arrangements are risk assessed in accordance with the school's health and safety policy.

**3.3** Supervisors: All Supervisors should be aware of and abide by the school's supervision procedures.

**3.4** Pupils: Pupils must follow the instructions of supervisors at all times and adhere to school rules.

**3.5** The school will ensure that pupils are aware of the supervision arrangements at all times and, in particular, that pupils know:

- Who is responsible for their Supervision;
- Who to contact in an emergency;
- What to do in an emergency.

## **4 Security**

**4.1** The school will take all reasonable steps to ensure that there are clear arrangements in place for the Supervision of anyone who is not an Employee or supervisor (as defined in 2.3 and 2.6 above) and who may come into contact with pupils whilst he or she is on School premises or under the care of the School.

**4.2** The school has a policy of restricting access to the premises and school buildings in order to ensure the safety and security of employees, pupils and other authorised visitors to the school.

**4.3** The school takes all reasonable measures to deter unauthorised public access to the School premises and to ensure that unsupervised access to pupils is avoided or restricted to the lowest practicable level.

**4.4** Any authorised public use of school facilities will be limited to ensure that unsupervised access to pupils is avoided.

## **5 Ratios**

**5.1** The school will ensure that there is an adequate Ratio (number of supervisors to pupils) whilst pupils are under the school's care.

**5.2** The ratio will increase the more complex or hazardous the activity.

**5.3** All ratios will be determined by an appropriate risk assessment with reference to the terms of this policy and any appropriate guidance applicable at the time (except for pupils under 5 where it is determined by statute (see 5.11 below)).

**5.4** There will be adequate back-up arrangements in place to provide cover in the event of a supervisor's unforeseen absence or incapacity. Such arrangements may include the redeployment of other suitable supervisors, regrouping of pupils within classrooms or boarding houses or reorganising activities.

**5.5** Where possible, there should be provision within the Ratio for sufficient supervisors, in the event of an emergency or incident, to:

- deal with any emergency or incident;
- seek emergency and / or medical assistance and / or administer first aid;
- supervise the remainder of the pupils.

5.6 Supervisors must have the appropriate means to communicate with other Supervisors and / or to contact the school in an emergency.

5.7 Staff may use their own personal phone in the event of an emergency, excluding EYFS.

## 5.8 Early Years Providers

The Statutory framework for the early years foundation stage (EYFS, 2017) prescribes the mandatory ratios for children aged 3 or over, in independent schools, where a person with qualified teacher status, early years professional status, early years teacher status or another suitable level 6 qualification, an instructor or another suitably qualified overseas trained teacher, is working directly with the children.

For classes where the majority of children will reach the age of 5 or older within the school year, there must be at least one member of staff for every 30 children.

For all other classes there must be at least one member of staff for every 13 children.

At least one other member of staff must hold a full and relevant level qualification.

For children aged three and over in independent schools (including nurseries), where there is no person with qualified teacher status, Early Years Professional status, Early Years teacher status or another suitable level 6 qualification, no instructor and no suitable qualified overseas trained teacher, working directly with children:

- There must be at least one member of staff for every 8 children.
- At least one member of staff must hold a full and relevant level 3 qualification.
- At least half of all other staff must hold a full and relevant level 2 qualification.
- There must be at least one supervisor with a valid paediatric first aid certificate at all times when children are present, and must accompany children on outings.

5.9 The school recognises that these are minimum Ratios. The school will determine whether it is necessary to reduce these Ratios (i.e. to ensure more Supervisors to pupils) by reference to appropriate risk assessments (for example on educational visits the recommended ratio is between 1:4 to 1:6 depending upon the age and requirements of the group).

5.10 A risk assessment will be carried out to determine adequate Ratios (see 6 below). The School will also have regard to appropriate legislation and guidance in place at the time and the provisions of associated policies such as the educational visits policy when setting Ratios.

## 6 Supervision arrangements during the school day

6.1 During the school day, pupils will not be allowed off-site unless they are on a School arranged educational visit or trip, unless the School has received a formal request from the pupil's parent/guardian.

6.2 During the School day, staff are deployed as follows:

The Head or another member of the senior leadership team will be on duty every day and will have overall responsibility for the Supervision, discipline and welfare of pupils across the entire School;

All lessons will be supervised either by the relevant Teacher, supported by Classroom Assistant(s), or other Supervisor(s) (as determined by the risk assessment);

Break times and lunchtime

**6.3** The School will ensure that there is an adequate number of Supervisors on duty to supervise pupils during break times (both indoors and outdoors), including Supervisors who will be specifically responsible for Supervision in the grounds and playground and the dining room with reference to the appropriate rotas.

**6.4** Physical Education (PE)

**6.4.1** PE is supervised by the class Teacher or PE Teacher, with enhanced Supervision when necessary, e.g. when swimming.

**6.4.2** When pupils are changing or showering, staff should be sensitive to pupils' need for privacy, while balancing health and safety requirements.

**6.4.3** Supervisors should ensure that there are sufficient arrangements in place to ensure that there is appropriate age group separation in areas used for changing and showering.

**6.5** Surgery

**6.5.1** The school nurse is responsible for ensuring that pupils are adequately supervised whilst they are patients in, or attending the surgery.

## **7 Supervision arrangements for day pupils before and after school**

**7.1** All pupils will be appropriately supervised when on the school premises and when entering or leaving it.

**7.2** Day pupils are allowed on the school site from 7.45 am or at 7.30 with prior arrangement.

**7.3** Wherever possible arrangements at the end of the School day, should be made for day pupils to leave the school premises by 5.50 pm.

**7.4** Day pupils will not usually be supervised whilst on the School premises outside of these times, unless they have been signed into supper or are in prearranged after school care, attending school-arranged extra-curricular clubs or are on school-arranged educational visits.

**7.5** Where possible, the school will work with parents to provide a flexible approach to after school care (for example the school may agree to make arrangements to supervise younger pupils until 5.50pm to coincide with the collection of older pupils at the school). The school runs an After-School Club and Carousel programme.

**7.6** Extra-curricular clubs

**7.6.1** Activities arranged by the school

- a) The terms of this policy will apply at all times to all after school care and extra-curricular clubs and activities which are arranged by the school.

- b) Pre-prep extra-curricular clubs and activities take place during the school day.

Where the provision is solely before/after school care for children who normally attend Reception class or older during the school day, there must be sufficient staff as for a class of 30 children. It is for the school to decide how many staff are needed to ensure the safety and welfare of children, bearing in mind the type of activity and needs of the children.

#### **7.6.2 Activities facilitated but not arranged by the School**

- a) The School is not responsible for checking the adequacy of supervision arrangements for extra-curricular clubs and activities.
- b) In that case it is the parent(s) and / or tutor(s) or organiser's responsibility to ensure that there are adequate arrangements in place for the supervision of the pupil during the session and when the pupil is travelling to and from the session.

### **8 Supervision arrangements for Boarders outside of teaching time**

**8.1** The School has a duty rota to ensure that there are adequate supervision arrangements in place for Boarders at all times.

**8.2** Boarders will be appropriately supervised outside of teaching time (including during breaks, prep time, during evenings outside of prep time, at night time and before school, and on Saturdays and Sundays).

**8.3** Supervising staff will be sufficient in number and deployment for the age, number and needs of Boarders and the locations and activities involved.

**8.4** The School will ensure that there are satisfactory contingency arrangements in place to cover in the event of unexpected house staff sickness and absence.

**8.5** Supervision may be close or remote. Boarders temporarily away from the School premises remain under the overall responsibility of a designated Supervisor at all times.

**8.6** The school will ensure that Boarders are aware at all times of:

- a) the identity of their designated Supervisor;
- b) how to contact their designated Supervisor and, have the means to do so;
- c) the arrangements to contact an alternative member of staff in the event that their designated Supervisor is not available and/or in an emergency.

**8.7** Boarders permitted to leave the school premises must follow the school's signing in and out procedures each time they leave or return to the School premises.

**8.8** The school will ensure that there are a sufficient number of Supervisors present and accessible to Boarders in each boarding house at night.

**8.9** Supervision in the boarding houses at night will be by means of appropriate patrolling and/or availability of Supervisors.

**8.10** Apart from in exceptional circumstances, access for male staff to the Girls' Landing after 7.00 pm will be limited to senior boarding staff and avoided where possible.

**8.11** Supervisors will be sensitive to the need for privacy, particularly at times when Boarders are dressing, undressing or bathing or showering and will avoid intruding unnecessarily on Boarders' privacy, while balancing health and safety requirements. Supervisors are reminded that they should be "supervising, not watching".

## **9 Educational visits**

**9.1** Details of the procedures and recommended Ratios for educational visits, school trips, off-site visits, study and cultural visits, adventure activities and expeditions, overseas trips and residential trips are contained in the Trips Policy.

**9.2** In the event that some Supervision is to be provided by staff from external agencies, trip providers, tour operators, then the school will ensure that External Providers are appropriately trained and qualified, and checked in accordance with the School's child protection procedures and the applicable guidance available at the time.

**9.3** The School will ensure that arrangements in respect of supervision and the responsibilities for pupils are clarified in advance with External Providers, and that it is made clear from the outset whose instructions pupils should follow at all times.

**9.4** Irrespective of the arrangements agreed as above, school supervisors remain responsible for the moral and emotional wellbeing of pupils during the educational visits and will not hesitate to withdraw a pupil from an activity they consider to be unsafe or causing distress.

**9.5** Pupils staying in accommodation on residential visits away from the school premises will be supervised by school staff and / or by legally appointed chaperones and / or External Providers who have been approved by the school to accommodate and supervise them.

**9.6** School staff will have at least daily contact with pupils who are staying in accommodation on residential visits away from the school premises and will regularly discuss any concerns that they may have in relation to their accommodation or care, or any other aspect of the visit.

**9.7** Group leaders arranging trips abroad should ensure that there is at least one Supervisor to every ten members of staff of an External Provider, and that there are always enough school supervisors available in the event of an emergency.

## **10 Linked Policies**

**13.1** This Policy should be read in conjunction with policies covering the following areas:

**Trips Policy;**  
**Health and Safety Policy;**  
**Safeguarding and Child Protection Policy**  
**Risk Assessment Policy**

**Status complies with:**

**ISI Regulatory Handbook**  
**Health and Safety at Work etc Act 1974**  
**National Minimum Standards for Boarding Schools (NMS) 2022**  
**Statutory Framework for the Early Years Foundation Stage (EYFS) 2021**