**Statement of Intent:**

We strongly believe in quality care and education for all children attending our setting. To achieve this all team members will develop their expertise in early years practice through mutual support and peer observation.

**Why we carry out peer observations**

* To improve staff development
* To reflect on our own skills
* To reflect, evaluate and work towards improving our interaction with children, families and team members.
* To share ideas, good practice and strategies.
* To ensure consistency throughout the setting.
* To help improve weaknesses and build on strengths in a supportive environment.
* To boost the confidence of team members.

**Who will carry out the peer observations**

* Manager (Porchester) to observe the Manager(Ludlow)
* Manager to observe all team members
* Team members to observe one another with equal qualification or experience.

**Where will the peer observations take place**

* In all areas of the setting at any time during the session routine for a minimum of 5 minutes and a maximum of 15 minutes.
* Choosing Time – in and out of doors.
* On the gate or door at Welcome Time to observe interaction with parents/carers.
* Small and large group times.
* At the Cafe Bar – snack table during Choosing Time

**This will give a clear indication of strengths and areas for development.**

**When will the peer observations take place**

* Twice yearly.
* Different times during the routine/day to ensure a balanced observation is made.
* Where time has been set aside for feedback to celebrate success and to share ideas/good practice, strategies and areas for improvement in the form of an action plan.

**How will peer observations take place**

* Team members will be informed in advance of the observation.
* A format for each area will be used to support the staff whilst observing
* As a result of the peer observation a development plan will be drawn up with the manager to support staff development and to identify additional training needs. We will use the 3 stars and a wish approach to make the process a positive experience for all involved.

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