



SUPERVISION OF CHILDREN POLICY

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1. Introduction to the Policy

This policy sets out the framework, principles, and procedures that **Byram House** follows to ensure the effective supervision of children and young people in our care. The policy applies to all staff, agency workers, volunteers, and contractors working at Byram House, whether at 62 Deighton Road, 66 Deighton Road, or elsewhere, including on trips and activities outside the home.

The Home is Byram House, which comprises the two residences at 62 Deighton Road and 66 Deighton Road. This policy applies equally across both residences.

Effective supervision is a core element of residential care. It is essential for keeping children safe, promoting their wellbeing, and enabling them to explore their world and take appropriate risks within safe boundaries. Supervision is not something that happens by accident; it is a skill that must be learnt, practised, and continuously improved.

The objectives of this policy are to:

- Ensure all children are properly supervised at all times, in line with their care plan and risk assessments.
- Define what constitutes adequate supervision, including levels of staffing (1-to-1, 2-to-1) and the use of monitoring devices.
- Provide staff with clear guidance on shift planning, head counts, dynamic risk assessment, and boundary setting.
- Comply with all relevant legislation, including the **Children's Homes (England) Regulations 2015**, the **Human Rights Act 1998** (Article 8 – right to private life), and the **Working Together to Safeguard Children 2026**.
- Ensure that any restrictions on a child's liberty are identified, justified, and where necessary referred for a Deprivation of Liberty (DoL) order.

2. How this Policy Benefits the Home

This Supervision of Children Policy benefits Byram House in the following ways:

- **Legal Compliance** – It ensures the home meets its duties under the **Children’s Homes (England) Regulations 2015** (Quality Standards, staffing and supervision requirements), the **Human Rights Act 1998** (Article 8), and the **Working Together to Safeguard Children 2026**.
- **Child Safety** – It sets clear expectations for observation, alertness, planning, de-escalation, and backup planning, reducing the risk of harm.
- **Clarity for Staff** – It explains the difference between 1-to-1 and 2-to-1 staffing, the circumstances in which a child may be left alone briefly, and the requirement for time-scaled reviews with the placing authority.
- **Deprivation of Liberty Awareness** – It highlights when supervision levels may constitute a restriction of liberty and the need to consult the placing authority for legal advice and possible DoL order.
- **Proportionality and Privacy** – It limits the use of monitoring devices to safeguarding purposes, requires individual risk assessment and written consent from the placing authority, and prohibits using surveillance to reduce staffing levels.
- **Risk Management** – It mandates continuous dynamic risk assessment, taking into account trauma, coping strategies, group dynamics, and individual care plans.
- **Accountability** – It states that children must never be left with non-employees (unless agreed in the care plan) or with staff still in their induction period. Disciplinary action may follow non-adherence.
- **Inspection Readiness** – The **Social Care Common Inspection Framework (SCCIF) 2026** expects homes to demonstrate effective supervision and risk management. This policy provides clear evidence.
- **Training Framework** – It sets out regular training for staff on observation skills, shift planning, dynamic risk assessment, and de-escalation.

3. Definitions & Legislation

3.1 Definitions

Term	Definition
Home	Byram House, the children's home registered with Ofsted, comprising two residences at 62 Deighton Road and 66 Deighton Road.
Company	IMS Care LTD, the registered provider and legal entity responsible for operating Byram House.
Byram House	The name used throughout this policy to refer to the home and its staff.
Supervision	The active observation, guidance, and support of children to ensure their safety and wellbeing. It includes planning, alertness, de-escalation, and the ability to adapt to changing circumstances.
1-to-1 Staffing	A staffing arrangement where one staff member is dedicated to one child. This does not mean the child is supervised at all times (which would require 2-to-1) but that a staff member is always available for that child and knows their whereabouts.
2-to-1 Staffing	A staffing arrangement where two staff members are dedicated to one child, with the expectation that at least one staff member keeps the child in sight at all times, except during dressing, sleeping, personal hygiene, or agreed personal time.
Deprivation of Liberty (DoL)	A situation where a person is under continuous supervision and control and not free to leave, which may require authorisation (DoL order) under the Mental Capacity Act 2005 (for children, often via the inherent jurisdiction of the High Court).

Dynamic Risk Assessment	A continuous process of assessing risk in real time, allowing staff to adjust supervision levels and actions in response to changes in a child's behaviour or environment.
Head Count	A formal check of the number and identity of children present at a given time, typically conducted at transitions (start/end of shift, before/after activities).
Monitoring Device	Equipment used to observe or surveil children (e.g., CCTV, baby monitors, door alarms). May only be used for safeguarding purposes with risk assessment and written consent.
Physical Boundaries	Defined geographical or spatial limits within which a child is permitted to move, explained to them for safety reasons.
Emotional Boundaries	Limits on the expression of emotions (e.g., screaming, shouting) that are proactively managed to ensure they are appropriate to the situation without stifling healthy emotional expression.

3.2 Key Legislation and Statutory Guidance

Legislation / Guidance	Key Provisions	Relevance to this Policy
Children's Homes (England) Regulations 2015	Quality Standards – require effective supervision of children, appropriate staffing levels, and individualised care. Regulation 17 – staffing.	The home must have sufficient staff to supervise children safely, and supervision must be in line with care plans and risk assessments.
Human Rights Act 1998	Article 8 – right to respect for private and family life, home, and correspondence. Any interference must be lawful, necessary, and proportionate.	Supervision levels that are overly intrusive or the use of monitoring devices may engage Article 8. The

		home must justify any limits on privacy.
Working Together to Safeguard Children 2026	Published March 2026. Reinforces that children in residential care must be protected from harm, and that staff should be properly trained and supervised.	Supervision is a key safeguarding measure. This policy ensures that staff are equipped to identify and respond to risks.
Social Care Common Inspection Framework (SCCIF) for Children's Homes 2026	Effective 1 April 2026. Focuses on children's lived experience and whether staff provide effective supervision that promotes wellbeing.	Inspectors will evaluate how well the home supervises children, including during activities, at night, and in the community.
Mental Capacity Act 2005 (and the inherent jurisdiction of the High Court for children)	Provides for Deprivation of Liberty Safeguards (DoLS) for adults; for children, restrictions that amount to a deprivation of liberty require court authorisation.	Where supervision levels are so intensive that a child is effectively deprived of liberty, the placing authority must seek legal advice and, where required, a court order.
Data Protection Act 2018 & UK GDPR	Governs the use of monitoring devices (CCTV, audio recording). Requires transparency, lawful basis, and data protection impact assessment.	The home must inform children and placing authorities about any monitoring devices, obtain written consent, and ensure compliance with data protection law.

Children Act 1989	Section 22 – duty to safeguard and promote the child’s welfare.	Supervision levels must be determined in the best interests of the child, taking into account their welfare and safety.
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4. The Policy

4.1 What Constitutes Effective Supervision

Effective supervision of children and young people is a core element of residential care. It is a learned skill, not an accident. The following components are vital:

- **Observation skills** – the ability to notice changes in behaviour, mood, or environment.
- **Maintaining alertness** – staying focused and aware, especially during routine tasks.
- **Appropriate planning** – thinking ahead about activities, risks, and contingencies.
- **De-escalation ability** – calming situations before they escalate.
- **Quick thinking and backup planning** – adapting when things do not go as expected.

Children who reside in our homes **must be properly supervised at all times**, in line with their care plan and risk assessments.

Changes in circumstances: The level of supervision must be reviewed when there are significant events that may unsettle a child, such as changes to family/friends arrangements, changes of key worker or social worker, or anniversaries of trauma. Increased supervision may be needed to provide reassurance and keep the child safe.

4.2 Levels of Supervision: 1-to-1 and 2-to-1 Staffing

In some cases, the placing authority will stipulate staffing levels as part of the placement agreement. It is essential that Byram House abides by these unless changes are agreed with the placing authority.

When agreeing a specific staffing level, expectations must be clear:

Staffing Level	What it means	Examples
1-to-1	One staff member is dedicated to one child. This does not mean the child is supervised at all times (that would require 2-to-1). It means a staff member is always available for that child and knows where they are and what they are doing at any time.	The child may be in their room alone for short periods, but staff know where they are and check regularly.
2-to-1	Two staff members are dedicated to one child. There is a clear expectation that at least one staff member will keep the child in sight at all times , except during: dressing, sleeping, personal hygiene, or agreed personal time.	During personal time (e.g., time in bedroom), one staff member is in the immediate vicinity, the second within calling distance to assist if required.

Documentation: All agreements about 1-to-1 or 2-to-1 staffing must be documented in the child's file, including the hours per day, the purpose of the high staffing level, and the review date.

Review: 1-to-1 and 2-to-1 staffing must be **time-scaled for review** with the local authority (e.g., monthly or quarterly). The home will proactively request a review if the level of supervision is no longer required or if it needs to be increased.

Deprivation of Liberty (DoL) considerations:

Where supervision levels are over and above what would be the norm for a child of the same age and understanding, consideration must be given to whether this constitutes a **restriction** and/or a **deprivation of liberty**.

- If a child is subject to continuous supervision and control and is not free to leave, this may amount to a deprivation of liberty.
- The placing authority must be consulted and asked to take legal advice on whether a **Deprivation of Liberty order** (via the High Court's inherent jurisdiction) needs to be applied for.
- The home will not implement supervision levels that could amount to a deprivation of liberty without appropriate legal authorisation.

4.3 Use of Monitoring and Surveillance Devices

General principle: Devices (e.g., CCTV, baby monitors, door alarms) may only be used for monitoring and surveillance of children to **safeguard and promote the child's welfare**. They must not be used for staff convenience or to reduce staffing levels.

Requirements for use:

- Use must be detailed in the home's **Statement of Purpose**.
- Use must be **individually risk assessed** for each child.
- **Written consent** must be provided from the child's placing authority.
- As far as reasonably practicable, staff must inform children **in advance** of the intention to use monitoring devices.
- Monitoring or surveillance must be **no more intrusive than necessary**, being mindful of the child's privacy (e.g., no cameras in bedrooms or bathrooms).
- Use must be kept under **regular review** (at least every three months or after any significant incident).

- Data from monitoring devices must be stored securely and in compliance with the **Data Protection Act 2018 & UK GDPR**.

Prohibition: Monitoring devices must not be used in order to reduce the number of staff allocated to work on shift.

4.4 Shift Planning

The shift plan is a fundamental component of supervision. If planned appropriately, the shift will run smoother and take into account:

- The time of day (morning, afternoon, evening, night-time).
- The skills and abilities of staff on duty.
- The differing needs of the children (including any 1-to-1 or 2-to-1 requirements).
- How the activity impacts on the daily routines of all children.

The shift plan must be documented and communicated to all staff at the start of each shift. It should include:

- Allocation of staff to individual children or groups.
- Planned activities and supervision levels required.
- Contingency plans for unexpected events (e.g., a child becoming distressed, an incident, a missing child).

4.5 Head Counts

Staff must be aware at all times of where all children in the home's care are, and what they are doing. **Head counts** are to be undertaken at regular intervals and particularly at transitions.

Effective head counts should cover:

- How many children you are responsible for during your shift.

- Which adults are responsible for individual children during your shift.
- The number of children present **before** an activity, **after** an activity, **during** an activity, and **between** activities.

Remember: You are part of a team. You need to be alert to **ALL CHILDREN**, not just the one you are key worker for. If a child appears to be without supervision by their named adult, steps must be taken to rectify this immediately. Always check with another adult where children should be. Never accept a child's explanation in its entirety – always make the effort to check for yourself.

4.6 Risk Assessment – Dynamic and Planned

Planned risk assessments:

- All children in our care will have a **written risk assessment** as part of their care plan and placement plan.
- The risk assessment must include guidance on the individual protocols and procedures to follow for each child should they become missing or absent.
- Risk assessments must be reviewed regularly (at least every three months) or after any significant incident or change in the child's behaviour.

Dynamic risk assessment (ongoing):

Staff must be aware of the need to **continuously assess risk** throughout the day. To complete an effective dynamic risk assessment, staff must take into account:

- The age of the child.
- The stage of development.
- Their life experiences.
- How any trauma the child has experienced may have impacted on their behaviour.
- The coping strategies and defence mechanisms the child tends to employ.
- The child's individual care plans and behaviour management techniques.

- The group dynamics and how individuals will interact in certain situations.

When planning activities and supervision levels, staff should consider:

Question to ask	Why it matters
Does the activity have an aim and an objective?	Ensures purpose and reduces aimless risk.
Do the children understand what is expected of them?	Reduces confusion and misbehaviour.
What scope is there for negotiation?	Empowers children while maintaining boundaries.
Is the environment right for the child/children to carry out the activity safely?	Identifies environmental hazards.
Do you have the skills to manage any potential difficult situations?	Ensures staff competence.
Is the timing and duration right?	Considers energy levels, medication, school.
Have you built in alternatives for a 'named' activity?	Allows flexibility if the original plan fails.

Life involves risks, which are a necessary part of helping children learn to cope with future experiences. Byram House should be an active part of enabling children to grow up with good self-esteem, experiences of achievement, and an understanding of how they can reach their full potential. Risk assessments must balance safety with the child's need for independence and development.

4.7 Physical and Emotional Boundaries

Children will only feel safe if they understand the boundaries placed around them and why. It is important that all adults explain their expectations at a level that a child will understand.

Physical boundaries:

- Children must be given an area in which they can play, and it must be explained to them why they must not go outside of this (e.g., into the woods, not straying too far because of strangers).
- They should also be aware that behaviour acceptable outside (e.g., a football game) should not be brought into the home.
- Physical boundaries enable adults to physically supervise children.

Emotional boundaries:

- Children must be aware that having emotions is not a bad thing. They are allowed to laugh when happy, and to express anger or frustration.
- However, emotions must not be expressed in a way that is to the detriment of others, themselves, or their surroundings.
- Staff must provide children with **positive alternatives** to expressing emotions within differing situations.
- Screaming, shouting, noises of excitement or frustration should not be stifled, but should be **proactively managed** and challenged to ensure their appropriateness to the situation.

4.8 Accountability

Responsibility for children falls to the residential childcare team on duty. It is important that the staff on duty organise the duration, supervision, and specific tasks they are capable of undertaking.

Prohibited arrangements:

- Children in our care must **never** be left in the care of anyone who is not employed by the company – unless this is an **identified person agreed with the allocated Social Worker** with clear arrangements detailed in the child's individual care plan.
- Children in our care must **not** be left with staff who are new to the role and **in the induction period** (i.e., before they have completed mandatory training and been signed off as competent).

Consequences: Disciplinary action may be taken should this policy not be adhered to, as per the **Disciplinary Policy**. Serious breaches (e.g., leaving a child unsupervised with an unauthorised person, or with an untrained staff member leading to harm) may be treated as gross misconduct.

5. How the Home Trains its Staff About this Policy

Byram House provides structured training to ensure all staff understand and can implement this Supervision of Children Policy effectively.

Training Element	Frequency	Method / Content
Induction	Upon appointment	Face-to-face training covering: what constitutes effective supervision (observation, alertness, planning, de-escalation, backup planning), levels of supervision (1-to-1, 2-to-1), shift planning, head counts, dynamic and planned risk assessment, physical and emotional boundaries, accountability, and the dual-site operation (62 & 66 Deighton Road).
Annual refresher	Every 12 months	Classroom or virtual session covering updates to legislation (SCCIF 2026, Working Together 2026), case studies, and refresher on risk assessment and de-escalation.
De-escalation and conflict management	Annually	Practical training on de-escalation techniques, crisis prevention, and managing challenging behaviour without over-restriction.

Dynamic risk assessment	At induction and biennially	Training on recognising changes in a child's behaviour, assessing risk in real time, and adjusting supervision levels.
Deprivation of Liberty awareness	At induction and as needed	Training on when supervision levels may amount to a deprivation of liberty, the legal framework, and the need to consult the placing authority.
Use of monitoring devices	At induction and as needed	Training on legal requirements (consent, risk assessment, data protection), proportionality, and privacy considerations.
Record keeping and head counts	At induction and refresh	Training on conducting and documenting head counts, shift planning, and maintaining supervision logs.

Staff are required to:

- Read and sign this policy annually.
- Complete all mandatory training sessions.
- Know the supervision requirements for each child in the home (1-to-1, 2-to-1, etc.).
- Conduct head counts at agreed intervals and document them.
- Report any concerns about supervision levels (e.g., a child being left unsupervised, or supervision being overly restrictive) to the Registered Manager.

6. Related Policies and Guidance

This policy must be read in conjunction with:

- Safeguarding Policy
- Behaviour Management Policy
- Restrictive Physical Intervention Policy
- Missing From Care Policy
- Risk Assessment Policy
- Data Protection Policy
- Children's Homes (England) Regulations 2015
- Working Together to Safeguard Children 2026
- Social Care Common Inspection Framework (SCCIF) for Children's Homes 2026
- Local safeguarding partnership procedures (Kirklees)

7. Policy Approval and Review Details



Byram House

Policy Name	Supervision of Children Policy	
Home	Byram House	
Reviewed by	Danyaal Iqbal / Mustafa Amin	Deputy Manager / Registered Manager
Approved by	Stacey Wagstaffe	Responsible Individual
Date	May 2026	