

## Pepperberry's Parent Bulletin December 2018

Dear parents

As the Monthly Newsletter is quite limited in the space allocated for updates I have decided to send you regular separate updates regarding the nursery's continuous development. As you are aware we have recently started our work towards achieving Quality Counts Award and we aim to have this accreditation by September 2019. We would like to share more about our work towards this Accreditation and therefore these regular Parents Bulletins will allow us to share more information with you.

Firstly, can I thank you all for your kind donations to a number of great charities and causes recently. This includes the St Johns ambulance, children in need and Christmas gift boxes. Our children and the staff team have enjoyed dressing up and carrying out lots of fun activities in order to raise awareness, learn about and raise money for these charities.

In continuing to provide you with an insight into the progressions of the nursery I would like to share with you our agreed nursery objectives:

- To continually work towards maintaining our 'Outstanding' grade in all areas.
- Have a highly focused Professional Development Programme where the whole Pepperberry's workforce are well trained and skilled and ensuring that staff have an outstanding knowledge and understanding and the level of teaching is consistently highly effective.
- Continue to ensure the nursery has a highly effective systems for supervision and peer observations in place allowing for a rigorous performance management arrangement. Pepperberry's Management Team is consistently evaluating and identifying staff needs and strive to offering ongoing support to all staff including our new staff members both qualified staff as well as apprentices.
- Managers and seniors to demonstrate an ambitious vision have high expectations of staff and children and actively evaluate practice and performance. To ensure that an outstanding level is achieved and maintained.
- Incisive evaluation and the use of robust monitoring are demonstrated by highly effective systems to ensure a continual drive for excellence.
- The quality of teaching and learning and assessment is at an outstanding level. For children to progress well from their starting point and meet or exceed the level of development.

Furthermore, I continually meet with the directors Anthony, Gill and Olimpia and discuss our service improvement plan. Monthly management meeting take place with the senior team

and a monthly staff meeting is carried out, this includes any updates and staff in-house training.

Once again thank you for recently taking part in the Survey monkey where you provided us with your views and feedback. These will be collated shortly and our practice, environment and service will be reviewed. I will provide you with our findings in the New Year. In addition to this you may have noticed 'you said we did' displays around the nursery. This shows how your views have been addressed and improvements/changes have been made. These are situated in the nursery reception, outside the Buttercup room and Snowdrop room.

Our recent recruitment campaign has been successful as we welcome (nanny) Liz as our new lunch cover, Lauren as Bank staff and Kiara a level 6 practitioner who is based in Daisy room. We also look forward to Lyndsey a Level 6 practitioner and Becky our new apprentice joining our team in January.

As I continue to support staff development, all new staff have carried out training regarding an introduction to the early year's foundation stage. Amy Crowder and I will shortly be having training on Mental health, the management team on supporting the well-being in the early years workforce, Kim the behaviour management coordinator will have training on 'biting – responding sensitively'. You may have noticed the reduced outings that have taken place in Buttercup, Daisy and Bluebell room this is in due to our 'buggy bus' being temporarily out of action, we have contacted the supply who is replacing a wheel which is being shipped from America. Some outings are taking place in the Snowdrop and Daffodil rooms, however these have been slightly reduced during the winter months.

Father Christmas will be making a brief visit to the nursery during lunch time on Monday 17th December. Can I note that we are working hard to ensure that future activities, stay and play sessions, special events are carried out over a range of days so all children and parents can take part in such activities at some point.

Parent first aid course – I am considering holding a parent first aid course at the nursery during January or February, this will be subject to the interest I receive back. This will be an accredited, recognised company at a cost of roughly £20 a person (still to be negotiated) it would be held either on 1 evening from 6-9pm or on a Saturday. If you would be interested in this please let me know stating your preference of time and I will go with the majority. Unfortunately the places are limited to 15 people. However, if there is a high demand I would consider offering an additional date.

Important dates – the nursery will close on Friday 21st December and will reopen Thursday 3rd January 2019. Thank you for all your continued support.

I hope you all have a lovely Christmas break. Take the time to relax, unwind and spend some quality time with your family.

Kind regards,

Olimpia Malaescu (Director of Operations)

