



August Newsletter

Staff News

At Sandy Bears we are always trying to improve practice to ensure your children are happy healthy and developing. One way we ensure this is through staff development, with this in mind we have decided to have a staff re shuffle for September meaning staff will be taking on new roles and some are moving into a new room. Over the summer (as you may have already noticed!!) we are beginning switching staff to allow children time to adjust to these changes. Due to these changes it is possible that your child's key worker may change, any key worker changes will be informed to you and you will be receiving a letter from your new key worker however if you have any questions please do not hesitate to ask! Below we have detailed our new staff structure 😊

Management

Our management team will be remaining unchanged as follows...

Laura Y – Owner & Manager. Laura works in the office and also in the rooms working on staff development.

Astone – Manager. Astone will work one day in numbers in Big Bears and 3 days based in the office and both rooms supporting staff and leaders.

Laura S – Deputy Manager. Laura will work 4 full days in Big Bears as a Key Worker to a group of children.

Bear Cubs

Gill – Room Leader and Key Worker. Gill will be working over four days in Bear Cubs and will deal with the day to day running of the room and as a key worker.

Vicky – Key Worker. Vicky will continue working 3 full days in Bears Cubs as a key worker.

Sophie – Key Worker – Sophie will be working 3 of her 4 days in Bears Cubs as a key worker.

Alice – Key Worker – Alice will also be working 3 of her 4 days in Bear Cubs as a key worker.

Big Bears

Lauren – Room Leader – Lauren will be working full time as Room Leader, dealing with the running of the room and as a key worker.

Beckie – '2s' Room Leader – Beckie will be working closely with Lauren with a focus on the 2 year olds in Big Bears and also as a key worker.

Gemma – Key Worker - Gemma will be working over 3 days as a key worker in Big Bears.

Sarah – Key Worker - Sarah will be working over 3 days as a key worker in Big Bears.

Alice – Key Worker- Alice will continue to work 1 day in Big Bears as a key worker.



Sophie – *Level 3 Practitioner* - Sophie will be working 1 of her days in Big Bears.

Dani – *Apprentice* - Dani will be working full time as an apprentice in Big Bears but may also help in Bear Cubs too 😊

Peg Names

As you may have noticed we have implemented our new peg system. This allows children to begin recognising their name and to give them the chance to make an independent choice. It also helps with congestion in the cloakroom. If you have any questions about how this system works please speak to any member of staff.

Pre-school Leaflet

We hope that all children who will be 'pre-schoolers' in September received their pre-school leaflet attached to their newsletter. This details all the minor changes they will be undertaking in the new term, if you did not receive one of these please ask Astone.

Parent Questionnaire

We will soon be sending out a parent questionnaire for you to fill in. These questionnaires help us with our self- evaluation ensuring we are improving practice and the environment. All comments are recorded and action plans are put in place from the information we receive. Any feedback would be greatly appreciated so please keep your eyes peeled for these.

Policy of the Month

As you may know Sandy Bears have lots of policies that are written from many different pieces of legislation and government guidance. These are updated yearly or as and when they may need, including from parental input. To share some of these policies with parents we will be publishing one a month on our newsletter. The full list is available on our website or as a paper copy on site. The first policy we are sharing is Childs Rights and Entitlements.

1.1 Children's rights and entitlements

Policy statement

- *At Sandy Bears Nursery + Pre school we promote children's right to be strong, resilient and listened to by creating an environment in our setting that encourages children to develop a positive self-image, which includes their heritage arising from their colour and ethnicity, their languages spoken at home, their religious beliefs, cultural traditions and home background.*
- *We promote children's right to be strong, resilient and listened to by encouraging children to develop a sense of autonomy and independence.*
- *We promote children's right to be strong, resilient and listened to by enabling children to have the self-confidence and the vocabulary to resist inappropriate approaches.*
- *We help children to establish and sustain satisfying relationships within their families, with peers, and with other adults.*



- We work with parents to build their understanding of, and commitment to, the principles of safeguarding all our children.

What it means to promote children's rights and entitlements to be 'strong, resilient and listened to'.

To be strong means to be:

- secure in their foremost attachment relationships, where they are loved and cared for by at least one person who is able to offer consistent, positive and unconditional regard and who can be relied on;
- safe and valued as individuals in their families and in relationships beyond the family, such as nursery.
- self-assured and form a positive sense of themselves – including all aspects of their identity and heritage;
- included equally and belong in our setting and in community life;
- confident in their own abilities and proud of their achievements;
- progressing optimally in all aspects of their development and learning;
- part of a peer group in which they learn to negotiate, develop social skills and an identity as global citizens, respecting the rights of others in a diverse world; and
- able to represent themselves and participate in aspects of service delivery that affects them, as well as aspects of key decisions that affect their lives.

To be resilient means to:

- be sure of their self-worth and dignity;
- be able to be assertive and state their needs effectively;
- be able to overcome difficulties and problems;
- be positive in their outlook on life;
- be able to cope with challenge and change;
- have a sense of justice towards themselves and others;
- develop a sense of responsibility towards themselves and others; and
- be able to represent themselves and others in key decision making processes.

To be listened to means:

- adults who are close to children recognise their need and right to express and communicate their thoughts, feelings and ideas;
- adults who are close to children are able to tune in to their verbal, sign and body language in order to understand and interpret what is being expressed and communicated;
- adults who are close to children are able to respond appropriately and, when required, act upon their understanding of what children express and communicate; and
- adults respect children's rights and facilitate children's participation and representation in imaginative and child centred ways in all aspects of core services.



*Sandy Bears Nursery + Pre
school*

This policy was adopted by

On

September 2016

Date to be reviewed

September 2017

Signed on behalf of the provider

L.L.Yates

Name of signatory

Laura Yates

Role of signatory (e.g. chair, director or owner)

Manager + Owner

Upcoming Dates

Next Term Dates as follows...

TERM 1 - Monday 5th Spetember – Friday 28th October

Half Term – Monday 31st October – Friday 4th November

TERM 2 – Monday 7th November – Friday 23rd December

XMAS HOLIDAYS – Monday 26th December – Tuesday 3rd January ****SB CLOSED FOR ALL CHILDREN****

TERM 3 return – Monday 9th September 2017.

Parents Committee Meeting – Thursday 8th September 6.10pm. These are very informal meetings which give parents the opportunity to have their voices heard! We discuss likes and dislikes of the everyday environment of the rooms, recommendations, fundraising events, trips, safeguarding, staff of the term, menu ideas and lots more! Plus tea and biscuits!! Please speak to a member of our team if you would like to join.

Comments Book

We have a new and updated comments book in our cloakroom for parents to add any reviews into! You can also look at all the other comments parents have already put it 😊

Fish Tank

You may have noticed we now have a brand new floor fish tank in Big Bears. The water is currently settling before the fish are added. Before the fish arrive a full risk assessment will be written which the children are helping us to write. The tank will be managed by a professional company with regular cleaning and servicing. If you have any further questions or would like to see a copy of our risk assessment please feel free to ask.



Staff Training

We have lots of staff training being undertaken over the next couple of months. Lauren has completed a Supporting 3-5s course, Beckie is completing a supporting 2 year olds course and Gill a Supporting 0-2s course. All staff will be updating their Safeguarding and Health and Safety training and also their Food and Hygiene.

Bear Cubs

We hope you have all noticed the changes in Bear Cubs over the past few weeks, there has been a brand new paint job and new flooring has been laid. The carpet has been removed to allow a much bigger and freer area for messy play and exploration. We will be using rugs which can be moved out the way to make sure the room still feels cosy and homely 😊

Payments

We have recently had lots of late payments from parents, this is very time consuming for management to manage and also incurs additional fees for parents. If you have an outstanding amount on a bill but have paid this please send an email to sandybearsnursery@live.co.uk detailing when the payment was made, how much the payments was for and how it was sent ie. EdenRed, ComputerShare, BACs ect. Thanks in advance.

Lunch box

At Sandy Bears we follow healthy eating guidelines and for children who have their own packed lunches we must also follow these guidelines. NHS recommend a lunchbox to contain...

- starchy foods – these are bread, rice, potatoes, pasta and others

- protein foods – including meat, fish, eggs, beans and others

- a dairy item – this could be cheese or a yoghurt

- vegetables or salad and a portion of fruit

They recommend avoiding packaged sweets and chocolates also. If you provide your child with a lunchbox then please follow these guidelines as we may have to contact parents to provide another lunch if it does not meet requirements. Each lunchbox should also contain an ice pack to keep the food fresh. Sandy Bears will provide water for all children at lunchtime. Thank You.

Blog

This month's staff blog is from Lauren who has written about her transition from Practitioner to Room Leader – hope you enjoy, SB x

I have been working at Sandy Bears for two years now. I started out studying my Level 3 in Child Care and Education at college, doing my work placement at Sandy Bears and I loved it here so much I stayed on as a member of staff after I completed my course.

I felt that Sandy Bears was the right place for me to work with, from the homely environment and brilliant partnership with families to the amazing supportive staff I work with, it is a perfect fit!



I have recently been promoted to Room Leader in Big bears, although I will miss working and building a relationship with the babies and their families I am now able to focus on the older children and work closely with their families and I look forward to seeing the babies when they are old enough to move up.

After finishing my Level 3 I worked in Bear Cubs and Big Bears which I liked enormously. However, I am looking forward to settling into one room and putting my focus into one area. I cannot wait to continue to gain relationships with parents and have them involved in the setting life, giving ideas at parents' committee meetings or talking to me at drop off and pick up times. I feel having strong parent partnerships is one of the most important elements of being a practitioner and leader. I want parents to feel I am an approachable person who they can speak to about any concerns they may have or praising about the hard work all staff put into a day at Sandy Bears. Please feel free to approach me anytime!

I am currently working on my level 5 Leadership and Management in Childcare, this has given me an insight into how to lead a team and to run a room. I am excited to use and extend my knowledge in my new job role and to make new changes to the room. I have already begun changing a few things and working closely with other staff members to gain their ideas and put all these into place. I am looking forward to leading a room and having more responsibilities, such as handling the budget and carrying out staff supervisions.

I have a fabulous relationship with all staff at Sandy Bears. Although we all work together we are all friends and often have time out of work to socialise together. Being such a strong close team means our communication is very effective and we are able to share ideas and develop the setting. I feel that having this great relationship with all staff will help me in my new role and enable me to be a supportive leader.

I am gaining more key children which I am very excited about and I am looking forward to gaining new relationships with new starters and also children who I may not have spent much time with before.

The days at Sandy Bears as you know are full of fun and exciting activities for the children to engage with, I am hoping that I can implement some more fun and exciting things for the children to take part in such as new resources which I will be purchasing with the budget and also more trips around the village to learn about safety, risks and the outside world as well as having fun.

Although studying and working full time has been hard work I am very happy that know it has paid off and my new job role has come at a perfect time. I feel that everything I have learnt I can put into place to lead a happy team and allow an even more fun and happy place for your children. 😊

Lauren x