



Over the last 4 years we have been fortunate enough to be able to save up for large investments and refurbishments and we are really pleased with the internal improvements such as the new carpets and the hard flooring, and the redesigned garden and large purchase of outdoor toys and equipment. We enjoyed choosing the mole tower in toddlers and kitting out the library with a wide selection of books.

We have always asked the team what areas of learning do they need more equipment in to aid their children's experiences and the staff room is full of catalogues and brochures with folded down pages and a wish list of future buys! We aim to reinvest or replace when we can to keep our equipment and furnishings at a premium standard and our team members work exceptionally hard to keep their rooms inspiring and challenging with a well-rounded collection of activities and toys laid out to encourage and engage all ages of children.

Next month we are looking to re-energise our kitchen environment by updating the cupboard fronts, the drawers and replacing the kitchen

sink quite literally! We pride ourselves on our kitchen; the food we buy in, the meals we create, and the opportunities the children get to bake, wash up, hang washing on the line and sit round the big bench to see the food they have grown and dug up, being washed and prepared for afternoon tea. So it is important that this area gets a facelift this term. We will continue to buy in additional purchases as and when the rooms require them; our recent computer tablets were a huge success in preschool so we will continue to invest in technology and grow this area of our resources.

Thank you for bearing with us whilst our landlord has been digging up the driveway. Unfortunately despite my best intentions and frequent attempts at communication; my position of being well and truly stuck between a rock and a hard place continues (because we technically don't lease the driveway, it is the private property of the landowner we have no rights over it except access and frustratingly it is clearly not a priority right now for the landlord.) I have offered to find the money to pay for resurfacing, and Anthony and I spend each bank holiday weekend dumping bags of ready mix concrete into the larger holes so they have time to set before the heavy traffic re-starts, but I have not been able to ascertain when the final stage of improvements will commence. I will do my best to get a resolution one way or another, and I will continue to keep up the hassling and begging that has got us so far... thank you so much for your patience; we are rural out here and although we provide much more parking than many nurseries, I know the quality of the road itself most definitely needs improving - not all of us drive tractors!

*For the third year in a row we are really pleased to be able to freeze our fees despite now being one of the cheapest day nurseries in our area. We still manage to offer increased adult to child ratios and experienced and highly qualified team members - both of these commitments are so rare in this industry - and we continue to shop at the best providers for traditional and environmentally friendly larger pieces of equipment and furnishings, and still buy in organic produce as far as possible to ensure our menus are nutritious, balanced, and cooked with wholesome natural ingredients.*

*From the start of term we are also really pleased to be able to make Bank Holidays free of charge for the children who attend 4 or more days a week. For the last two years we have been working towards making Bank Holidays completely free (which is very unusual in this industry) but we have had to do it in stages as it is a substantial loss that we need to budget and save for each year. All part time children will continue to remain with a 50% discount on Bank Holidays as per our policies and procedures set last October.*



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Dear Parents,

Welcome to a new term at Sunshine Daisy Nursery and a bumper edition of our old style print newsletter. We have so much to share with you all this month that we didn't want to rely on everybody accessing our online methods and potentially miss out on our big news; we hope you enjoy this special one off collection of information and photographs.

Last month we celebrated the beginning of our fifth year of operation by holding our annual big team meeting in the Raven Hotel. It was a great opportunity to discuss the previous four years; our successes and our challenges; and to share with everyone the focus for the future.



We have worked really hard to listen to our team's feedback and acknowledge the feedback we get from parents and we move into this new academic year with a renewed passion for focusing on our original goals and ethos.

It would be naïve to assume the nursery was going to stay the same as it was when it opened four years ago as that would have been financially unfeasible to run. We were always going to grow and expand, employ more team members and welcome more children, but the one thing I go on about repeatedly to my team is that to continue our success we need to remain true to our core as that is what will keep our standards the same as they were in those early days and to remember that what our core encompasses, is the golden marker for outstanding practice.

Our Mission Statement is to offer:

- Premium Care
- Unique Surroundings
- Dedicated and Passionate Staff
- Exceptional Equipment
- Inspirational Opportunities

So we revisited the goals in our mission statement at our team meeting. We identified what we do well now and want to continue to do well, ways we could improve, and how we are going to do so. These original goals were actually the first thing I did when I decided I wanted to open my own nursery. I was on honeymoon (but I was very seasick so don't feel too sorry for Anthony) when I drew up the basis of my business plan and what an outstanding nursery meant to me. When we got home, I started to research if others felt the same and was amazed by the overwhelming response – both from parents and practitioners – and this common vision now unites us all.

Sometimes our ethos hasn't been fashionable, for example we like children to tuck chairs under tables and sit in circle time when age appropriate, and sometimes it has been a real challenge to be able to afford what we want to do to the best of our ability. But reviewing the last 4 years, where we have come from to what we are now, only fills me with pride and a sense of achievement – I took a huge risk taking out hefty loans and leaving my career to set this business up in a tough economy. I did it because it was something I was passionate about and something I felt I could do better than others in an industry that is so dichotomous – on one hand the chain nurseries with no soul and on the other, independents with no sense of how to run a sustainable business nor the drive to change or shape the industry for the better.

I have mostly been very lucky in finding individuals with a likeminded approach to premium childcare and who follow and uphold my dream and my beliefs, using their own knowledge and experience to enhance and scaffold my foundations. I am delighted with how the company has grown, and I am grateful for your continued support and for understanding us and what we are about, how we fit in the industry and what makes us so special. Thank you, Vicky x



As from October 1<sup>st</sup> Claudia will be moving to a new role as Daisy Nursery's Early Year's Co-Ordinator overseeing the EYFS and the implementation of it in both our settings; Sunshine and Butter. I am so pleased we are finally able to give Claudia a much deserved promotion and I know her commitment to ensuring we are always offering an outstanding experience for every child is central in her approach to coaching and developing our team members, both old and new. Claudia will also be training over the next 6 months to achieve her assessors' qualification; enabling us to "grow our own" team members to the highest standard from the off and awarding them nationally recognised qualifications to boot. Claudia will be sorely missed as Nursery Manager of Sunshine, but the time is right for her to continue in her own professional development path and focus all her attentions on her preferred area of expertise. Claudia will remain heavily involved in your children's lives as she will split her time between settings in all the suites of rooms, and most likely the veg patch!

I am delighted to introduce Clare Canning our new Nursery Manager of Sunshine. Clare holds the prestigious Early Years Professional Status and has many years' experience in Early Years and management. Clare shares our focus and commitment for quality provision with an emphasis on the individual child. Clare is very much looking forward to joining the team and

getting to know you all over the coming months as she settles in her role.

Claudia and I have used this opportunity to re-evaluate the team and where they are currently based. In a normal year we would look to make some changes after graduation at the beginning of a new academic year; however we want to tie in our team changes with our new manager so from October 1<sup>st</sup> some, not all, of our team members will be changing rooms. This is for many reasons; first and foremost we look at bonds and where a team member has a particularly strong group of key children it is nice for them to move together as a unit, secondly we look at professional development and try to consider what age grouping a particular team member needs to experience either as part of a qualification or to give them a more rounded experience of early years. Thirdly, where some of the team have lost all their key children to school, it is a nice opportunity for them to move suites and be given some of the new children they can see develop and grow through the next nursery cycle. Our team members are all really excited about these changes and have spent the previous month working on smooth transitions by handing over their learning journeys as up to date as possible and by spending some time in their new rooms to become more familiar with the children and their routines. We will update our Daisy in reception to reflect these changes.

*If your child is being assigned a new key person as a result of these changes or because your child is ready to transition to their next room, we will be sending home an All About Me letter to formally introduce you to your new key person, however the team look forward to chatting to you in person about the handover they have been given, and also will be on hand to discuss any concerns you may have.*

**Nursery Noticeboard**

Please don't forget to use your child's full name as a reference for BACs payments as we are still receiving several "Sunshine Nursery" references which can make it hard to allocate the right money to the right child. Thank you.

Also don't forget the Nursery Photographer will be visiting all age groups during the month of October. More details to follow on our website.

We would like to invite all our parents to "An Evening of EYFS" hosted by Claudia on Friday 1<sup>st</sup> November at 6pm and again at 7.30pm as space is limited. We will provide drinks and nibbles and Claudia will talk you through the Early Year's Foundation Stage, what it is, and how it is implemented in our setting. She will answer any EYFS related questions you may have and give you a good overview of the key areas of learning and ways we encourage a well-rounded experience of them in age appropriate areas in the nursery. If you would like to attend this evening please RSVP to sunshine@mydaisynursery.com with which time you would prefer and how many seats you would like to book.



We are really excited to show you our new and improved website this month. We have worked really hard looking at our competitors and listening to your feedback, and we have designed and built ourselves a new online home. We have kept the important informative bits but also added in two new pages; an interactive one for our staffing teams and a personalised one for each parent with us. To access the parent's page please use the email address you provided on your application form for Parent 1 as your user name and the security question you provided as your password. The team are on standby to provide you with these details should you need help remembering! You will be able to access pdf forms, updates from your Nursery Manager, two months' worth of gallery photographs from your child's setting and an e-statement detailing each and every invoice and payment for this academic year starting from September 1<sup>st</sup>. You will be able to see when vouchers clear, how much is remaining and how much is carried over, you will be able to click on each month's invoice to see the pdf version and you will be able to access all our child care voucher reference numbers and provider's details. Enjoy getting to know the new site; our twitter feed and blog are inbuilt so all the information is in one place for ease of use and access. Let us know what you think and if there is anything we can do better, although I think my husband might divorce me if I ask him to change anything else in the next month or so.... apparently coding is quite hard to learn and "no Vicky, not as simple as Word".

For your records and for the purpose of planning ahead; these are the invoice due dates for the coming year:

2 <sup>nd</sup> September 2013	3 <sup>rd</sup> March 2014
7 <sup>th</sup> October 2013	7 <sup>th</sup> April 2014
4 <sup>th</sup> November 2013	5 <sup>th</sup> May 2014
2 <sup>nd</sup> December 2013	2 <sup>nd</sup> June 2014
6 <sup>th</sup> January 2014	7 <sup>th</sup> July 2014
3 <sup>rd</sup> February 2014	4 <sup>th</sup> August 2014

Don't forget during the autumn and winter months to provide us with an all in one waterproof coat and wellie boots, all clearly labelled with your child's name. Please also check through our lost property boxes in the cloakrooms as we are clearing out our recent collections and please try to keep "home" toys at home as much as possible unless your child uses a comforter. Thank you for your help with this.

*Attached within this bumper edition you should have also received your final paper invoice. As part of our green ethos we are moving away from paper in our office admin as far as possible and we will be emailing out alerts to indicate when your e-statements have been updated with new invoices. Please let us know if the email addresses you have provided need updating so you are able to receive these monthly messages, thank you.*

*On a similar note; please don't forget to inform us if you need to update any of your contact information, home address or emergency contacts. It is vital we keep our children's records up to date at all times for Ofsted and Hampshire's SfYC.*