



Always Growing Annual Letter 2021/22

Dear The Always Growing Family,

We are writing to you with an annual update letter to share some key information about our recent development, planned changes, and initiatives for the year ahead. So much has happened in our journey to this point, and in particular, over the last 18 months. It is thanks to the support of this community that we are able to continue providing early education and childcare, something that we have unrivalled passion for. Therefore, allow us to start with a heartfelt thank you for your continued support.

During the pandemic, not only have we been able to battle through the storm and survive, but we have also been able to grow, resulting in us now being the proud providers of early education and childcare in Windsor, Cippenham and Maidenhead.

This would not have been possible without the willingness of parents to entrust us with someone so precious to them and your understanding with last minute closures and additional measures in place. This is all part of us doing everything we can for the betterment of this community.

Also, none of this would be possible without the continued dedication and enthusiasm, to go above and beyond, from the whole staff team, which is where our focus now turns.

The Staff

We are very lucky at Always Growing to have incredibly low staff turnover, it is quite rare particularly in our industry to have this. This has meant meaningful relationships have been formed between the team and families, and will undoubtedly last a life time. Due to our recent growth, we are excited to welcome new staff and there will also be some staff changes across specific sites.

- All sites

- Shakiba is moving into the role Co-Leader of Education and Operations alongside Sam, she will be closely supporting the new provision leaders at all sites and ensuring quality is consistent and that all voices are heard throughout the company.

- Windsor/Maidenhead

- Tara is moving into the role of Provision Leader for under 3's at our new Maidenhead site. Her excellent work in the Sunflower Room will be long lasting and we are so excited for her to bring the Always Growing way to our new site.
- Similarly, Yasmina is moving to our Maidenhead site and will be the Provision Leader for the over 3's. Yasmina has spent her time since she joined us learning from Tara, Shakiba and the rest of the Windsor team, embracing all things Always Growing. Coupled with her ongoing qualifications he is more than ready for this challenge.

- Windsor

- Daryl will be taking over responsibility for the Sunflower Room at Windsor, she has been working closely with Tara and the team to ensure a smooth handover and has great



experience in leading rooms in the past. This will be extremely helpful in continuing the development of the provision for our under 2 year olds.

- Amaya has been working with us for some time now, and has grown under the leadership of Shakiba and with the support of the Butterfly Room team. She will take on responsibility for the Butterfly Room and we are so excited for her to continue the excellent work that happens in there everyday.
- Louise has sadly left the company due to relocating too far away, but she is on the cusp of completing her apprenticeship and will continue to implement her learning from her time with us to support the learning and development of children in other early years settings. Good luck to you, Louise!

- Cippenham

- Nisa has joined the team as Pre-School Leader, with excellent experience behind her in the area and further afield, particularly in SEN and staff development. She is the perfect fit for this role and we are very excited to welcome her to the community.

Maidenhead Nursery

The third addition to our nurseries is situated within Wessex Primary School in Cox Green, Maidenhead. This will be our biggest yet with places for up to 57 children from 9 months through to school age. Please do spread the word so we can continue to grow the Always Growing community. We have been so busy there over the summer period making necessary changes to the environment to ensure it reflects the Always Growing philosophy and is engaging for all.

The Environment

The environment is something we have been working on at other sites too. We have completely renovated the Wessex spaces and have been working hard at Windsor and Cippenham, particularly in the garden spaces, to improve the opportunities for learning and development for all children.

This year also will see us have an increased focus on going green. This will include changes like reusable face cloths around meal times and encouraging the use of reusable nappies and wipes. There is more information about our going green initiative in our refreshed welcome packs available on our website.

Continuing Development

As always, the ongoing development of the provision and staff are of paramount importance to us. We share CPD weekly through internal communications and training outside the opening times, but also through 5 INSET days across the year. This academic year they will be on the following days:

Windsor	Cippenham	Maidenhead
Tuesday 31st September	Wednesday 1st September	Wednesday 1st September
Friday 22nd October	Thursday 2nd September	Friday 22nd October
Monday 10th January	Friday 22nd October	Monday 10th January



Windsor	Cippenham	Maidenhead
Wednesday 20th April	Monday 10th January	Tuesday 19th April
Thursday 21st July	Tuesday 26th April	Thursday 21st July

Out of School Services Closure

We know some of you already use our holiday club and have previously used our after school club for older siblings, therefore, we wanted you to be the first to know that these services will be closing indefinitely from September. This is a sad moment for us in some ways as this is what Always Growing started as. However, as we have grown into the Early Years sector we want to be able to focus all of our energy in what we do best and that is in our nursery and pre-school provisions. We will make another announcement on this to the wider community soon.

Communication

Please continue to communicate with us, this is best to do through email at info@alwaysgrowing.co.uk or through the Family app for which you should all have a unique log in.

Many thanks for your continued support,

The Always Growing Team