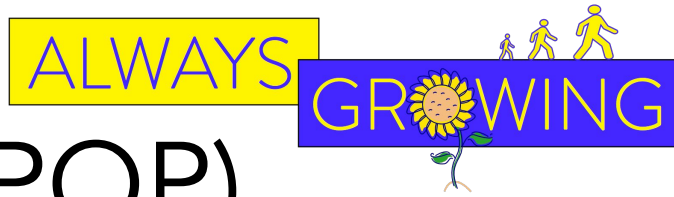


# Team Information

Who are we and why are we working in Early Years?

# Getting the right start in life

- It is well document that the first 1000 days of a child's life is incredibly important.
- It is where the foundations are built for their future health and well-being.
- The research tells us this in detail, notably the [The Health and Social Care Committee – First 1000 Days of Life Report](#)
- Our overarching philosophy helps us get this right as you will see on the next slide.
- We will then move onto to seeing what our team say about it, and why we can produce an environment, and enact a pedagogy, that makes learning and development inevitable, through sharing our staff profiles.



# Our Four Pillars of Pedagogy (4POP)

- Reassuring Relationships
  - Everything starts with your relationships. We prioritise relationships with the children, families and each other to help us get to know one another and better understand how to support individual needs.
- Clear Communication
  - Communication is often the source and solution of all challenges. We focus on a culture of openness, challenge and support to ensure we help one another to develop and be the best we can be for the children in our care.
- Continuous Curiosity
  - We must be curious, not judgmental. We pride ourselves and being attentive to our children and team, always wondering why something is happening both positive and where support is needed. We then act with evidence-informed approaches to respond to the unique situations we face.
- Enabling Environments
  - The environment is everything we see, hear, smell and touch in our environment and this includes all the adults too. By recognising this we ensure everything in our environment is there with a purpose. From the real glasses and bowls to the loose parts, to support learning.

# What do parents think of us?

This is a great nursery. There are varied activities and good communication, including a weekly update I always looked forward to reading.

The staff are lovely and the children always seem to be enjoying themselves.

My daughter loved every minute of it and it really helped prepare her for school.

My son has been going here for 2 years now and he loves it. The nursery staff are lovely and caring and always go above and beyond.

My son has come on loads since being here, will be sad when he leaves in September for big school. Great team!

My daughter went here for 11 months of a term before mainstream school and absolutely loved it. The staff were very caring towards her and made her feel very safe and valued while there.

Their support in transition to school was wonderful. Their weekly themes provide a wide range of learning skills. Always Growing Cippenham was the best choice.

# What do parents think of us?

Both our daughters started at Always Growing just after turning One. We have always found the setting and staff to be so warm and friendly. Both the girls have loved their time there, made amazing friends and really bonded with their teachers. We have felt it to be more of an extended family than just a nursery and pre-school. Our eldest daughter has just started at school and it is testament to the support and preparation at Always Growing that she has transitioned happily and is so excited to learn. Thank you for all you do, you make the, at times, tough decision of letting others look after our littles ones so much easier!

Always Growing is the perfect nursery for us! The staff is passionate about their work and is experienced. They also seemed very psychological in their approach. My little boy had a difficult start and found it anxiety provoking to be away from us. He now loves going! His teachers monitor his progress but also knows him very well and appreciate the person that he is. Through their gentle, fun and warm approach they nurtured him into the confident person he is today.

My daughter has been going to Always Growing for almost 2 years now. It has been such a huge relief to not have to worry about sending her in, as she enjoys it SO much. She has been in 2 different rooms in her time there and each transition has gone so smoothly due to the well trained and caring staff. I love the app that is used throughout her time there to keep us updated on what she's eating, how she is progressing, activities that have been enjoyed that week and any staff and setting updates. Our children really are the most precious little things to us and I'm so relieved to have found somewhere that cares for her so much! Thank you Always Growing 😊

From the moment we first phoned to enquire about a place, Always Growing has been welcoming and warm. My child joined Always Growing when he was 9 months old, so he was very reliant on his teachers - they took the time to understand my child's needs which made me feel very comfortable. He has built strong bonds with his teachers due to their caring happy nurturing nature, and they have always been so supportive and encouraging of his development. My child particularly enjoys the outside space (rain or shine!), and I particularly enjoy seeing the photos Always Growing share which shows various engaging activities my child has been enjoying!

My eldest son has just moved on from Always Growing to First School. He moved through the baby room to the preschool and, at every stage, the care he received was warm and responsive to his needs. He was prepared for school by developing his independence, curiosity about the world and a love of learning. I had no doubts about sending my younger son to the same setting and feel absolutely secure that he is receiving the same excellent care and early education that his big brother did.

We asked the team...

What does it mean to you to work in the Early Years?

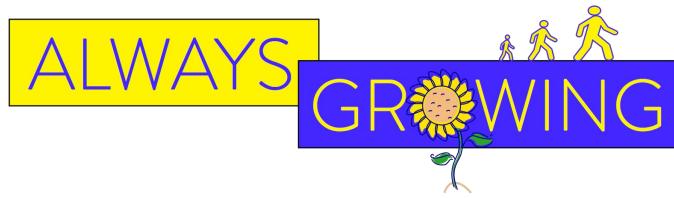
You can see individual responses at the end of these slides. Together, we arrived at four summarising statements....

1. To be a positive part of shaping the next generation while helping them develop and reach milestones and give something back to the community.

2. Enhancing children's learning everyday through experiencing the magic of helping them grow.

3. To be a positive part of shaping the next generation while helping them reach milestones and give something back to the community.

4. Promoting nurture through collaboration. Inspiring learning through sensory exploration and children's interests.



# So, what does it mean to you to work in the Early Years at Always Growing?

Empowering the next generation by fostering growth, inspiring learning through sensory exploration, and nurturing their potential—everyday shaping their journey, reaching milestones, and giving back to the community with purpose and passion.

It is now time to learn more about the individuals behind this shared purpose and passion...

# Sarah, Provision Leader

- Level 2 in Early Years Care and Education
  - Level 3 in Early Years and Education
  - Level 3 Diploma in Pre School Practice
  - Level 4 in Early Years Practice
  - Early Years Foundation Degree
  - Level 2 in Understanding Autism
  - Level 2 in Special Educational Needs and Disability
  - Level 3 for Special Educational Needs Coordinators in Early Years Settings
  - Level 1 Makaton
  - Level 2 Makaton
- I'm Sarah and I have been working in Early Years for over 30 years within Day Nurseries, Pre Schools and School Settings, I hold an Early Years Foundation Degree and a Level 3 in Special Educational Needs.
- I love Early Years as it presents the opportunity to work alongside children of all abilities and stages of development where learning and development is fun and exciting within a safe environment.

*My focus this year is to continue updating my knowledge in Special Educational Needs and completing a Level 4 Qualification.*



# Jo, Senior EY Teacher

- Level 3 Diploma in Childcare and Education
  - Level 1 Makaton
  - Level 2 Makaton
- 
- I'm Jo and I have a Level 3 Diploma in Childcare and Education, with over 15 years working with children. I find working with children fulfilling and rewarding, watching them grow and develop their own individual characters.

*My focus this year is to extend my knowledge in relation to Special Educational Needs by sourcing courses to help with my CPD.*



# Georgina, EY Teacher

- Level 3 Early Years Educator
- I'm Georgina and have worked in school settings for the past 5 years. I am very interested in Early years Education. One of my passions is the great outdoors and I love to help the children learn through exploring the natural world around them.

*My focus this year is to further my knowledge of the EYFS and SEN in the Early Years Sector*



# Lak, Apprentice EY Teacher

- Hi my name is Lakhvir also just known as Lak.
- I have just started my apprenticeship with Always Growing. I am looking forward to completing my Level 2 qualification over the next 12 months. Hopefully leading to gain more qualifications in the future.
- I look forward to meeting you all over the next few months.

*My focus this year is to further my knowledge in Early Years, through obtaining my Early Years qualification.*



# Najma, Assistant EY Teacher

- I'm looking forward to starting my level 2 apprenticeship with Always Growing over the upcoming months and I look forward to meeting you all.

*My focus this year is to further develop my communication skills.*



# Lewis Fogarty, Director

- Level 5 in Playwork
  - BSc (Hons) in Psychology
  - MA Education with Leadership and Management
  - ILM Level 5 in Coaching and Mentoring
  - Qualified Teacher Status
- 
- I'm Lewis and I started Always Growing in January 2015 with the aim of providing the highest quality early education and childcare provision. My journey in Early Years began before this with my Level 5 in Playwork whilst working at a successful nursery group in London.
  - I have nearly finished my Doctorate in Education where I have been researching new understandings of leadership in Early Years sector. I am Vice-Chair of the charity TACTYC which supports professional development in Early Years and Founder of ConnectED International supporting Early Years in Uganda. I enjoy supporting the development of Early Years.

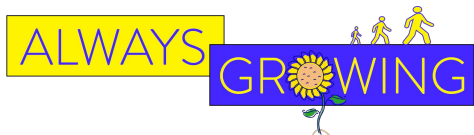
*My focus this year is to launch and grow our new development platform: Always Growing You. Watch this space!*



# Ben Bausor, Director

- Post Graduate Certificate in Special Needs and Disability
- BSc (Hons) in Psychology
- Qualified Teacher Status
- Designated Safeguarding Lead
  
- I'm Ben and have been with Always Growing from the beginning. My journey in childcare began with working in schools and I specialise in Special Educational Needs and inclusion.
- I have a few different roles, and one of my main jobs is to look after all the operations across the whole company. I am also the Chef in our Windsor Nursery.

*My focus this year is to ensure that all our rooms continue to develop and offer children a wonderful learning experience (and serve lunch on time!)*



# Shakiba Ahmed, Leader of Education and Operations

- BA (Hons) in Childhood and Youth Studies
- Hi, I am Shakiba and have been working in the Early Years for over 17yrs. My passion to work with and gain deeper insight into childrens developmental journey led me to achieve my BA (Hons) in Childhood and Youth Studies.
- My continued attentiveness to the Early Years allows me to focus on how every opportunity can be a learning opportunity for each child. I value the role I play to build those foundations for young children through the EYFS and the Always Growing ethos and culture. It is important that we work closely with children, teams and families to ensure that we have the best outcomes.

*This year I look forward to expanding my knowledge further on the importance of culture around the children's environment to promote skills and abilities to become independent self-regulators.*



# Emma, Senior Administrator

- I'm Emma and I've been working within the education sector for the last 10 years. My work is mainly to do with all things admin which is what I really love to do! However, I also really enjoy getting to spend time with the children in the main room when needed. I am always happy to engage with children, parents and colleagues in any way that I can to support the Always Growing community.



# Martin, Maintenance and Housekeeping Support

Hi, my name is Martin and I am also Lewis's Dad. I have been working for Always Growing on an adhoc basis since its inception covering the site maintenance.

Since taking early retirement after working for BT for thirty six years I have now become a permanent member of staff. I cover the site maintenance across both sites and also help out in the Nursery when required.



# Sheila, Accountant

My name is Sheila and I'm also Lewis's mum. I have worked for Always Growing from the start.

My role is everything financial. I am an accountant by trade and have been working in the financial world for over 40 years.



ALWAYS



Shaping the next generation.

Bringing positive energy.

Working as a team to create activities  
for the children to enjoy.

Experiencing magic everyday and  
making special bonds with the children.

Helping children to feel comfortable and  
happy in their learning environment.

To be a positive part of a child's learning  
journey.

Making an impact on children's lives and  
helping them grow.

Making an impact on children's learning and growth  
especially with children with additional needs.

Helping children to develop and reach  
milestones.

Be part of children's lives and am able to  
give back to society.

I love helping children to settle through love, kindness and  
care which helps them to trust and bond.

ALWAYS



Working together to explore children's interests to develop their learning through engaging activities.

Giving something back to the community while shaping the next generation.

Experiencing magic everyday by watching and helping them grow.

To be a positive part of a child's learning journey by helping them to develop and reach milestones.

Enhancing children's learning and making them feel safe on their environments.

Promoting learning and independence in early years children in a safe and fun environment.

Helping children to share experiences in differentiated environments.

Promoting nurture learning and sensory exploration.

A rewarding job that positively influences the younger generation.

Being part of a child's growth and holistic development.

Safeguarding the children and yourself through playing, caring and sharing.

Exploring children's interests to further their learning in an engaging way.

Building meaningful relationships

Helping children to share experiences.

Teaching children about the wider world and its importance.

Supporting the process from initial contact until their last day with us.

Supporting children's progress throughout the years.

Being part of children's learning journey.

To see the growth in the children.

To be part of a team and part of children's learning, and to have fun!

Shaping minds through play, learning and development.

To be part of helping the children grow and learn.

Helping children's skill improvement.

Learning everyday.

Providing a good environment.

ALWAYS

