

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.

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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 little 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 know 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....

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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.

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

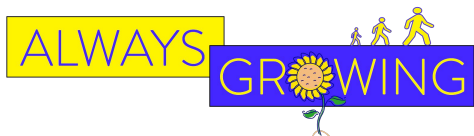
Empowering the next generation by fostering growth, inspiring learning through sensory exploration, and nurturing their potential—everyday shaping their journey, reaching milestones, and giving back to the community with purpose and passion.

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

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
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- 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 for 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.



Vanessa, Provision Leader

- Level 3 Diploma in Pre-School Practice
- Level 3 in Childcare and Education
- Level 2 Certificate in Understanding Autism

- I have over 20 years experience in childcare working with the under 5's. I have worked in Day nurseries and in Montessori pre-schools. I am a mum myself so I have an understanding of the parenting side of things.

My focus this year is helping children to learn in a nursery environment and to become more confident in their social skills.



TJ, Provision Leader

- Level 3 Diploma in Children's Learning and Development
- Level 5 Diploma in Early Years Senior Practitioner
- Hello, I am TJ! I have been working with children since I was 15 and through this I have gained some valuable experience to support and care for your children. I believe that we are shaping the next generation as well as being a big part of their early years (which are the most important). I love building relationships with the children and their families to allow me to understand what is best for each child. Watching the children learn and grow is invaluable and I am so happy to be a positive role model and be part of their journey.

My focus this year is to settle into my new Provision Leader role and through this develop the Butterfly room provision to enable the children to have a wide range of learning opportunities.



Phoebe, Provision Leader

- Level 3 Diploma for The Early Years Workforce
- Level 2 in Understanding Children's Mental Health.
- Hi, I'm Phoebe and I am the Provision Leader for Fern Room. I have worked in childcare for over 5 years now, both in nurseries and a first school. I have worked at Always Growing for almost 2 years now, and love it! I believe the work we do as a team at Always Growing is vitally important, helping the next generation grow and learn ready for the world. It is an honour to look after all of the children in our setting, and I love that every day is a little bit different from tea parties with teddy bears to exploring the mud kitchen on the field. I think that building relationships with the children and their families helps us to create the best environment for each and every child. My own son attends Always Growing and loves it, every room he has been in has met his needs and helped him to grow. They have set him up perfectly to go out into the world next year when he starts school!

My focus this year is to settle into my role as provision leader, and help Fern Room grow to be bigger and better!



Yasmina, Provision Leader

- PGCE Qualified Teacher Status
- MA in Education with Leadership and Management
- Hi I'm Yasmina and I worked at Always Growing for more than 2 years before briefly leaving to complete my PGCE, gained Qualified Teacher Status and had experience teaching in Primary school. I returned to Always Growing in November 2023 and I am incredibly excited to apply what I have learnt over the years to my role. I also completed my MA in Education with Leadership and Management in September 2023. I love teaching and working with children as the smile on their faces when they learn something new is the most rewarding part of the job.

My focus this year is to set up and establish the Dragonfly provision.



Maria, Senior EY Teacher

- Level 3 for Special Educational Needs Co Ordinators in Early Years Settings
- Higher Level Teaching Assistant Status
- Level 3 Diploma in Pre-School Practice
- Level 4 NVQ in Children's Care, Learning and Development
- Level 2 Certificate in Understanding Autism
- Foundation Degree in Childhood Studies

- I'm excited to have joined the Always Growing team in September. I have many years of experience in early years and primary teaching and have worked up through roles such as lunch time assistant into leadership and quality managerial roles ,working around my own requirements for childcare while raising my own wonderful family.
- My passion is early years teaching, focusing heavily upon children's interests, unique abilities and attributes with a strong commitment to teaching about nature and the wider world and all that it has to offer. I particularly love promoting eco school approaches and outdoor learning. I am currently studying my level 6 in Early years Pedagogy and hope to go on to achieve full Early years teaching status.
- I look forward very much to meeting the children and families and becoming a part of the Windsor team.

My focus this year is to progress in my level 6 qualification and embed this into my practice.



Emily, Senior EY Teacher

- Level 3 in Early Years
- Coaching and leadership

- I have been working in the early years for 11 years now.
- I can't wait to do more studying to further my career.
- I really enjoy looking after children and supporting their early years educational journey, watching them grow and develop.

My focus this year is to work towards my level 5 leader in early years



Teresa, EY Teacher

- Level 2 Early Years Educator
- I have completed my level 2 apprenticeship and look forward to putting my learning into practice. I have worked in childcare for around 8 years now, gaining various skills and knowledge that has helped me to adapt and progress within my role.
- I have 2 children of my own. I find working with children very rewarding and gain so much enjoyment in watching them grow, developing new skills and building up different characteristics.

My focus this year is to enhance specific areas of the Sunflower Room.



Lucy, EY Teacher

- Level 3 Certificate in Childcare and Education
- Level 2 Certificate in Children's Mental Health and Wellbeing
- I'm Lucy and I have a Level 3 Diploma in Childcare and Education. I love superhero films (Marvel and DC), and I like going for walks especially in Autumn time. I have always wanted to work in education from a young age.
- I am currently studying for my Level 5 in Leadership and Early Years. I am looking forward to expanding my knowledge and learning new leadership skills.
- I love working in Fern Room because we are a strong unified team, and help the children to learn and grow in a safe and engaging environment.

My focus this year is grow and enhance our outdoor areas.



Jodi, EY Teacher

- Level 3 Nursery Practitioner
- My name is Jodi. I am a Level 3 Nursery Practitioner. My passions lie in Sustainability in early years education. I enjoy provisioning the EYFS and natural education into the children's curriculum and am excited to showcase this within my new role. I completed my Level 3 Apprenticeship this April, and am currently completing a Masters Degree in Sustainability, which I hope to integrate into my work with the children.

My focus this year is to introduce more nature based learning experiences for the children.



Claire, EY Teacher

- NVQ Level 3 in Childcare, Learning and Development
- Level 2 in Childcare, Learning and Development
- I'm Claire. I have a NVQ level 3 in child care learning and development also a mum of 3. I have worked in child care for over 14 years and love being part of the children's learning and development, following their interests in activities - cooking and messy ones are always the best!
- I love working in Fern Room because I love working with the children and exploring their interests with fun and engaging activities.

My focus this year is to make sure every child is happy and settled with us.



Mirna, EY Teacher

- NVQ Level 3 in Childcare, Learning and Development
- I have been working with children for over 14 years.
- I love the field I am in because It allows me to care for children and build positive relationships with parents.
- I look forward to doing some further training whilst working with the Sunflower room to gain specific knowledge on different theories of how babies develop and learn.

My focus this year is to learn more about the theories of how the children in Sunflower Room age group learn.



Maham, Apprentice EY Teacher

- Early Years Educator Apprenticeship (ongoing)
- As a Children's Nursery Apprentice, I am passionate about fostering a supportive and engaging environment for young children to learn and grow. Eager to develop my skills in early childhood education, I am dedicated to assisting with daily care, play, and educational activities that nurture children's social, emotional, and cognitive development. I am committed to creating a positive, safe, and inclusive space where every child feels valued and supported. Through hands-on experience and guidance from experienced mentors, I aim to build a strong foundation in childcare and contribute to the well-being and development of each child in my care.'

My focus this year is to complete my apprenticeship in Early Years.



Bandna, EY Teacher

- NVQ Level 3 Nursery Nurse
- My name is Bandna and I will be working in the Butterfly room. I have been with Always Growing since 2023 at a different site.
- I am a qualified NVQ Level 3 Nursery Nurse with over 18 years of experience in various Child Care settings, within a diverse community. Has a keen interest in the preparation and delivery of safe, stimulating age-appropriate activities to ensure that all areas of the development of children are met. With the experience of working with a variety of professionals, can build good working relationships with others, to enable positive outcomes for both children and families. Multilingual, fluently reads, speaks, and writes Hindi, Punjabi, and Urdu. I am really looking forward to being a part of Windsor site and getting to know you better.

My focus this year is to build strong relationships with both the children and their parents to offer the best care and support.



Chloe, EY Teacher

- Level 3 in Early Years Education
- Hi my name is Chloe, I have been working with children for 6 years and became a mum to my own son in 2023. I enjoy watching the children learn and grow and being apart of this journey. I believe children should be able to express themselves through their own way of playing.
- I am proud to be a positive role model to the children in my care.

My focus this year is to complete my level 3 and put this into my practise within the Butterfly room.



Jorja, EY Teacher

- Certificate III in Early Childhood Education and Care (equivalent to NVO level 3 in childcare)
- Cert 2 in Outdoor Education
- Hi, my name is Jorja and I have recently moved over to the UK from Brisbane, Australia. I have been working in the nursery industry for three years, started as a school-based trainee and am now a fully qualified level three.
- I love working with children and find it fulfilling and rewarding. I love watching them grow and develop and hit their milestones. I am excited about joining the team at Always Growing in the Butterfly Room and look forward to getting to know your children as well as meeting you all over the next couple of weeks.

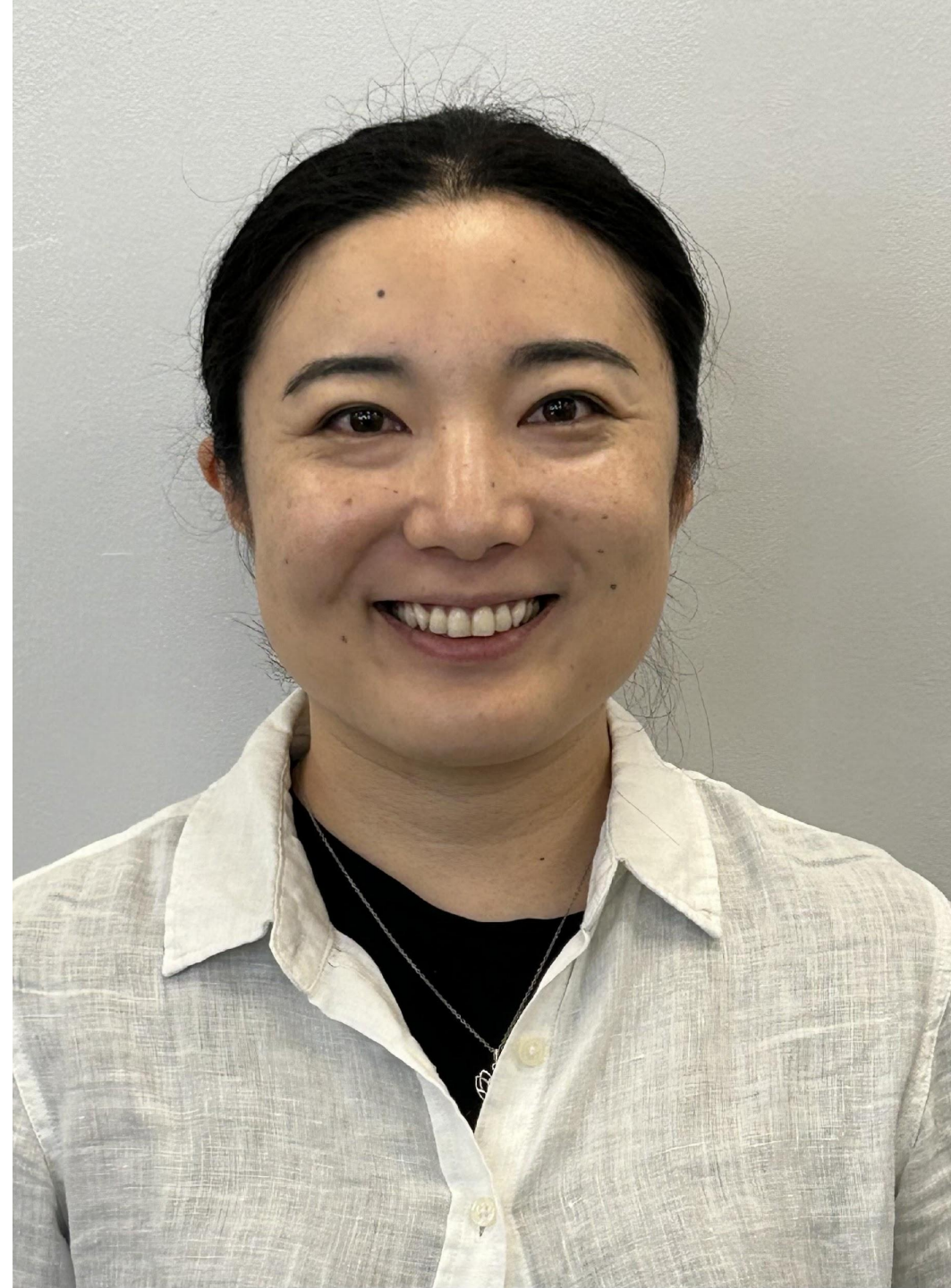
This year my focus is to promote diversity and embracing your background as well as the importance of outdoor learning.



Hideka, Apprentice EY Teacher

- My name is Hideka and I am currently studying Level 2 Early Years.
- I am a passionate teacher with a keen interest in childcare. It gives me great joy to help children reach their potential and watching them grow and develop with good guidance.
- Along with my prior experience in childcare and teaching, I hope to gain more experience and qualifications and develop my career with Always Growing so I may grow along with the nursery.
- I am happy to have come back to Always Growing and I hope to be a part of this nursery's future.

My focus this year is to learn and develop through my level 2 and implement this into the Butterfly room.



Ferdous, Assistant EY Teacher

- I'm Ferdous and have worked in childcare for over 10 years. As a mother of 3 myself, I understand how important it is to have the best environment for our children to learn, develop and thrive in. Looking forward to meeting you all and working with you to provide the best care for your little gems!

My focus this year is support the children becoming independent learners through a variety of activities.



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.



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.



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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.

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

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

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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.

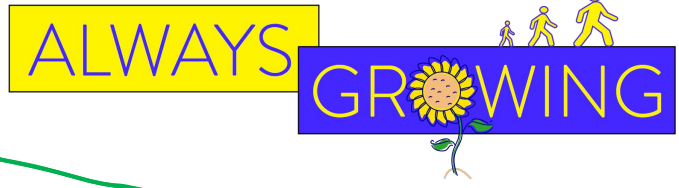
A rewarding job that positively influences the younger generation.

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.