



The Home of Early Education and Childcare

Building relationships with families and communities to develop every child, in a nurturing and engaging environment.

ALWAYS GROWING HAYES

- Since January 2019, Always Growing has offered a unique approach to early education and childcare that keeps the children at the centre. We are very proud to be expanding our reach in early education and childcare to a new community in Hayes.
- Our unique approach is centred on four pillars of pedagogy (4POP).

Reassuring
Relationships

Clear
Communication

Continuous
Curiosity

Enabling
Environment

- Pedagogy is the 'how' in our teaching and we would love you to come and visit us to find out more about this. You can also check out our website [here](https://www.alwaysgrowing.co.uk).

Get in touch on 01628 604153 or info@alwaysgrowing.co.uk

HEADLINE INFORMATION

- Our nursery is open 09:00-15:00 term-time only, with the option of attending from 08:00-16:00. We are closed on Bank Holidays too.
- We accept children from the age of 2 years.
- We offer bookings based around a range of sessions with minimum booking requirement of 2 sessions per week.
- Bookings are calculated and are payable by a monthly fee, through the 15 or 30 hours of funded childcare funding, childcare vouchers or electronic transfer.
- Additional hours are charged at £8.33 per hour.

NURSERY KEY FEATURES

We are excited to become a key member of the Hayes community and pride ourselves on getting to know families, children and their needs to provide a service the

Our classroom meets the 7 areas of EYFS Development

A language rich environment to encourage positive communication and expression

There are structured and child-led play activities take place throughout the session

Children experience elements of all cultures from around the world through music, stories and art

Lunch should be brought from home and be vegetarian (no meat products), egg free and healthy and balanced. We are also a nut-free environment and cannot cook food for individual children on site.

We embrace a range of Early Years pedagogies to promote independence and real life responsibilities

We have a large garden area that allows for learning and being active in the great outdoors.

A TYPICAL MORNING IN THE NURSERY

09:00-09:30

Arrival, welcome and free play

Children enter a relaxed, stimulating environment to start their day of gently exploring the activities that we have on offer for the day.

11:00-11:40

Outdoor time

We appreciate the need to explore the wonderful world outside in our garden. We try and do this every morning so bring your waterproofs!

09:30-09:45

Carpet time

The children and teachers come together for morning carpet time to say Hello to all of the children and to share some songs about the days of the week and weather.

11:40-12:00

Circle time

This is a special opportunity for the teachers to share their love and the importance of reading with the children and is one of the highlights of the day. Children are encouraged to talk about the pictures and about what might happen next before creating their own music and singing.

It is then time for lunch which children bring in from home and is another important opportunity to promote independence.

09:45-11:00

Nappy changes and morning activities

The children take part in focused activities around their interests and calendar events to build and develop key skills. We use national guidance and our 4POP pedagogy to provide a range of experiences. The children's nappies are changed during this time.

At 12:00 we say goodbye to our morning children and welcome our afternoon children to the session.

A TYPICAL AFTERNOON IN THE NURSERY

12:00-12:30

Lunch time

The children eat their packed lunches in a family style lunch. All children are encouraged to feed themselves, using proper plates, glasses and cutlery with support from the teachers.

14:00-14.45

Outdoor time

We enjoy the great outdoors again, appreciating the need to explore the wonderful world outside in our garden.

12:30-12:45

Carpet time

The children and teachers come together for afternoon carpet time to say Hello to all of the children and to share some songs about the days of the week and weather. The children's nappies are changed during this time.

14:45-15:00

Carpet time

A time to come together for some songs or a story before the children go home.

12:45-14:00

Afternoon activities and nappies

The children continue to take part in focused activities around their interests and calendar events to build and develop key skills. We use national guidance and our 4POP pedagogy to provide a range of experiences.

EARLY YEARS AND PRACTICAL SUPPORT

- Always Growing teachers plan and evaluate daily activities to support children's play at the rate and stage that suits your child. Frequent observations and assessments are carried out to help identify the stage of child's development and to monitor progress carefully to celebrate achievements and identify areas in need of greater focus.
- We encourage care of the person and care of the environment throughout the nursery. Alongside this, we are promoting fine motor skills, coordination, sequencing and independence.
- We have meetings with parents across the year to discuss your child's progress.

Online Learning Journeys

Holistic recording of learning and development

Links to Early Years Foundation Stage

View your child's progress at a glance whenever you wish on Family

Digital copy goes home with child when they leave nursery

Collaborative multi-agency working to support children

FAMILY - HELPING OUR PARTNERSHIP

- Once your child starts, you will receive log in information for our Family app. You can set up other family members so they can keep in touch too
- Family is an online and mobile tool that will enable us to communicate effectively with you, and vice versa. You can also notify us of attendance and sickness
- You will be able to get a weekly insight into your child's activities with the News Feed
- We use Family as part of our assessment and monitoring of children's development, so you can keep track of this and add your own observations and news from home.
- If you have any questions or issues using this software please let us know, it has been designed to make working together easier so we can all focus on supporting the children in every way we can



MEAL TIMES

- All meals are eaten family style. We sit together and take time to talk about our day. We ask parents to provide a healthy, cold packed lunch and we provide a snack for the morning session.
- We always consider dietary requirements, so please let us know at registration about any specific needs and remember, we are a nut-free environment.
- The children are encouraged to do all they can themselves, including setting the table and clearing their own place away. We encourage the use of utensils, but understand when children may still be working on this.
- Children use metal knives and forks and use glasses and plates wherever possible. We support them as much or as little as they need throughout this time.

GOING GREEN

At Always Growing we strive to reduce our carbon footprint in anyway we can, there are several ways in which we do this and many good reasons why:

- We encourage all parents to provide a reusable wash bag to limit the amount of plastic bags we send dirty washing home in and if needed, eco friendly nappy sacks
- Having a recycling system in place
- We do not use glitter
- We are beginning to grow our own fruit and vegetables across our sites and are moving towards eating more seasonal fruits and vegetables
- We are mindful of what we laminate in the setting and are always on the lookout for preloved nursery resources that are still in good condition or any items that we can upcycle to make suitable for Pre-School. We also rotate resources between our settings
- We are mindful of the electricity, lighting and heating needs of the setting and ensure that these are managed carefully

Using an eco-friendly approach allows children to have hands-on learning of the real world and unlocks creativity. They also become more engaged about the environment around us.

TOILET LEARNING

- We have appropriate size toilets for the children to use
- For those in nappies we change them by the toilets, standing up where possible, to encourage the association and promote toilet training
- We are happy to discuss a plan for transitioning to underwear and completing toilet training when the time is right for you all

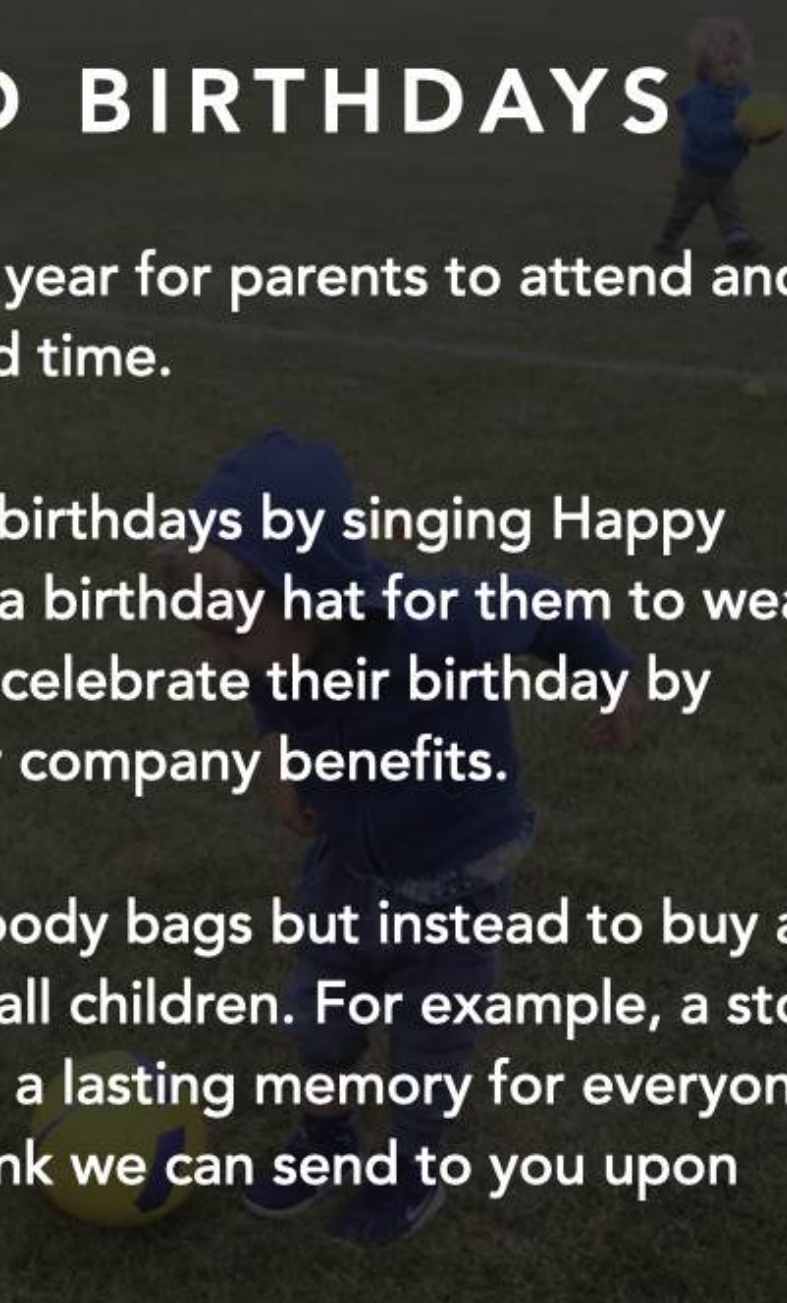
CLOTHING

When your child joins, please ensure they have the following items all labelled:

- A complete change of clothes
- Suitable indoor shoes
- Nappies, cream and wipes
- Sun hat for summer

- Winter hat, coat, mittens and wellington boots for winter
- All in one waterproof
- Reusable laundry bag

EVENTS AND BIRTHDAYS

A child in a blue hoodie is playing with a yellow ball on a grassy field. The child is in the foreground, slightly to the right, and is looking down at the ball. The background is a grassy field with some trees in the distance.

- We will have events across the year for parents to attend and will communicate these in good time.
- We like to celebrate children's birthdays by singing Happy Birthday to them and we have a birthday hat for them to wear if they wish. The teachers get to celebrate their birthday by having a day off as one of their company benefits.
- We ask parents not to bring goody bags but instead to buy a present that could be used by all children. For example, a story book or seeds. These can have a lasting memory for everyone. We have an Amazon wish list link we can send to you upon request too.

BOOKING YOUR PLACE

We are delighted that you are considering booking with Always Growing. Here is a bit more information about how the booking process works and what is required at each stage

1. Email info@alwaysgrowing.co.uk confirming that you would like to register for the pre-school

2. Complete the registration form [here](#) then booking request form [here](#). You will need to let us know which days and sessions you require at this point

3. If you are eligible for the 2 year old or 3 and 4 year old funding, there are additional forms to complete. We will require this before we confirm your fees

4. Once we receive your booking request, we will send you a fee schedule and breakdown

5. Check out <https://www.beststartinlife.gov.uk> for more information about different schemes available to help save money on your fees

6. We will arrange a date for you to come in with your child to complete our starter pack and consent form and plan when the settling in sessions take place

7. Once the settling sessions have been completed it is time to start your Always Growing journey! The balance of your fees will be due before the first session

8. Fees in addition to government funding are payable one month in advance, so you will need to make sure the payments are set up to reach our account in time

WHAT ELSE WOULD YOU LIKE TO KNOW?

What experience and qualifications do we have?

Always Growing is passionate about developing staff. We are led by two qualified teachers who are able to draw on their extensive experience of teaching to support the children in our care. All of our Senior Leadership Team hold qualifications at Level 3 or higher and all of our other staff also hold at least a Level 3. We provide regular internal training for everyone, as well as safeguarding and first aid training updates. There are also opportunities for external training too.

How do we support children with additional needs?

Our team is led by our Special Educational Needs Coordinator (SENCO). We have considerable experience in supporting children and young people who have additional needs, medical needs or who are fostered. Please get in touch with us to discuss individual cases and to set up an action plan

What is the procedure for giving medicine to children?

As outlined in our medical policy, we are able to administer prescribed medicine to children with medical consent. We are also able to support children who may need an auto injector for allergies or children who need regular medication

What is the approach to discipline?

Always Growing's philosophy is to support behaviour in a positive way. We have a range of different strategies for supporting behaviour and we encourage children to make good choices. We have a clear, consistent routine and structure to engage the children positively. We have sufficient variety and activities available and ensure that we have plenty of staff to support the children in every way

Where can I see your policies?

All of our policies are available to view, some on our website, or all on site in the nursery.

MEET THE LEADERSHIP TEAM



Lewis - Director

I'm Lewis and I started Always Growing in January 2015 with the aim of providing the highest quality childcare provision. My journey in childcare began with my Level 5 in Playwork. Since then, I have achieved my BSc (Hons) in Psychology, MA in Education and Doctorate in Education. I also became a Qualified Teacher over a decade ago. I am immersed in the world of research in the Early Years sector, opening my eyes to the challenges faced around the world working with the youngest and most precious children. This has compelled me to advocate for the sector widely, promoting the professionalism and respect for the workforce that they deserve. This is reflected in my role at Always Growing which primarily focuses on staff well-being and development, as well as the everyday challenges and excitement that come from running a family-centred business. These challenges and excitement keep a smile on my face and motivate me to do my best for the children and team, everyday.



Ben - Director

I'm Ben and have been with Always Growing from the beginning. My journey working with children began in schools teaching a range of students a range of subjects. I began to specialise in Special Educational Needs and inclusion and was SENCO and Designated Safeguarding Lead for many years. I have a Post Graduate Certificate in Special Educational Needs and Disability. In addition, I have a BSc (Hons) in Psychology, am a Qualified Teacher, and am the Designated Safeguarding Lead for Always Growing. I am very passionate about all children being included and supported in the unique way they all deserve and strive to ensure all children are welcomed across our settings. This includes regular training and updates with the team and getting to know families with additional needs personally so I can ensure they are properly supported.

MEET THE LEADERSHIP TEAM



Shakiba - Associate Director of Education and Operations

I'm Shakiba and have been working in the Early Years for over 17 years. My passion to work with and gain deeper insight into a child's developmental journey led me to achieve my BA (Hons) in Childhood and Youth Studies. My continued attentiveness to the impact of Early Years allowed me to focus on how every opportunity of a child's life journey is a chance to learn but most importantly curiously unfolding their character. 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.



Emma - Senior Administrator and Operations Assistant

I'm Emma and I've been working within the education sector for the last 13 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 classroom. I am always happy to engage with children, parents and colleagues in any way that I can to support.

MEET THE LEADERSHIP TEAM



Rachel - Deputy Leader of Education and Operations

I'm Rachel and I have over 17 years of experience in the Early Years sector and a Level 3 Diploma in Children's and Young People's Workforce. I am passionate about helping children and families achieve the best possible outcomes. I have strong leadership experience, with particular strengths in SEND, staff development, and building positive relationships. I bring enthusiasm, dedication, and a genuine commitment to creating environments where children, families, and teams can thrive.

MEET THE NURSERY TEAM



Fatima - Early Years Teacher

My name is Fatima and I'm delighted to introduce myself as the new Nursery Practitioner here at Always Growing. I have experience in early years childcare and a strong commitment to providing high-quality care, learning, and support. I believe in building positive relationships with children and families, and I look forward to contributing to a warm, safe, and stimulating environment where every child can thrive.

I am originally from Morocco, where I previously worked as a journalist. I loved my job, but after moving here, I was inspired by the education system in England and discovered a passion for working with children. This new path has brought me so much joy, and I'm excited to grow and learn alongside the children in my care.



Sandeep - Apprentice Early Years Teacher

I'm Sandeep and I hold a Master's degree from India. I have a solid background in education, having taught Year 4 in India before moving to banking as an Assistant Manager (7 years). After relocating to the UK, I gained experience as a Sales Manager and, once my children were young, I followed my passion for early childhood development.

I have three years work experience with children.

I love creating fun, hands-on activities with children and bring that enthusiasm to every day. I'm dedicated to providing a safe, nurturing environment where every child can explore and learn.

MEET THE NURSERY TEAM



Gurpreet - Early Years Teacher

My name is Gurpreet and I am a Level 3 qualified childcare practitioner with over 7 years of experience in early years settings across the UK. I have worked as a Designated Safeguarding Lead, Baby Room Leader and Toddler Room Leader, supporting children's safety, wellbeing, early development and growing independence.

I enjoy volunteering in the community and run free fun-games sessions for children every Saturday in Southall Park. I am also a mum of two, and spending time exploring and learning with them continues to inspire my passion for childcare.



Mehria - Early Years Teacher

My name is Mehria, and I'm excited to be joining the team as an Early Years Teacher. I have gained experience and learning in early years, which supported my passion in working with children. I've always loved being around children and have grown up surrounded by younger family members, which helped develop my interest in childcare from an early age. I enjoy supporting children as they learn, play, and discover the world around them, and I love seeing their confidence and personalities grow. I believe that every child learns differently and I enjoy taking time to understand their individual interests. My goal is to create a warm, caring, and fun environment where every child feels safe, valued, and encouraged to reach their full potential. Being a part of a child's early years journey is a valuable experience and I'm looking forward to getting to know all of the children and families and being part of their journey.

MEET THE NURSERY TEAM



Ellie - Early Years Teacher

I'm Ellie, and I am a qualified Level 2 Early Years Practitioner, due to become Level 3 in the next few weeks. I have three years of experience working in childcare. I have a very strong passion for what I do, and I feel very lucky to be part of a child's early years and to help them in the best way I can.

I enjoy building positive relationships with both children and their families, as I believe good communication with parents can help children feel more settled and supported. I love planning fun and engaging activities for the children, where I can watch them enjoy themselves while learning and developing.

HOW TO FIND US





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