



OUR STORY

More than a decade in the making.

From a holiday club in Windsor in January 2015 to five early years settings, and still growing.



Ben and Lewis, celebrating ten years of Always Growing

WHO ARE WE?

A family of five early years settings.

Always Growing is a group of early years education and care settings in Windsor, Cippenham, Ascot, Hayes and Uxbridge. We're led by Directors Ben Bausor and Lewis Fogarty, alongside an incredible team of professionals (and quite a few members of our own families).

5

settings

45+

team members

200+

children learning and playing

Our four pillars of pedagogy

Our practice is guided by our 4POP, developed from early years and leadership research as well as our own experience in education.

Reassuring relationships

The heartbeat of everything we do.

Clear communication

With children, families and each other.

Continuous curiosity

A cardboard box is never just a cardboard box.

Enabling environments

Spaces where children can play and thrive.

The Always Growing Way, in our team's words

- 1 "Putting the children first, always! Seeing the potential in every moment to extend children's thinking."
- 2 "A great team, completely different to other nurseries, much more caring."
- 3 "Not one approach that fits all, but what suits the children and the team, always ambitious for all."
- 4 "Promoting professional confidence and a coaching mindset."
- 5 "A culture of openness, inclusiveness and psychological safety."

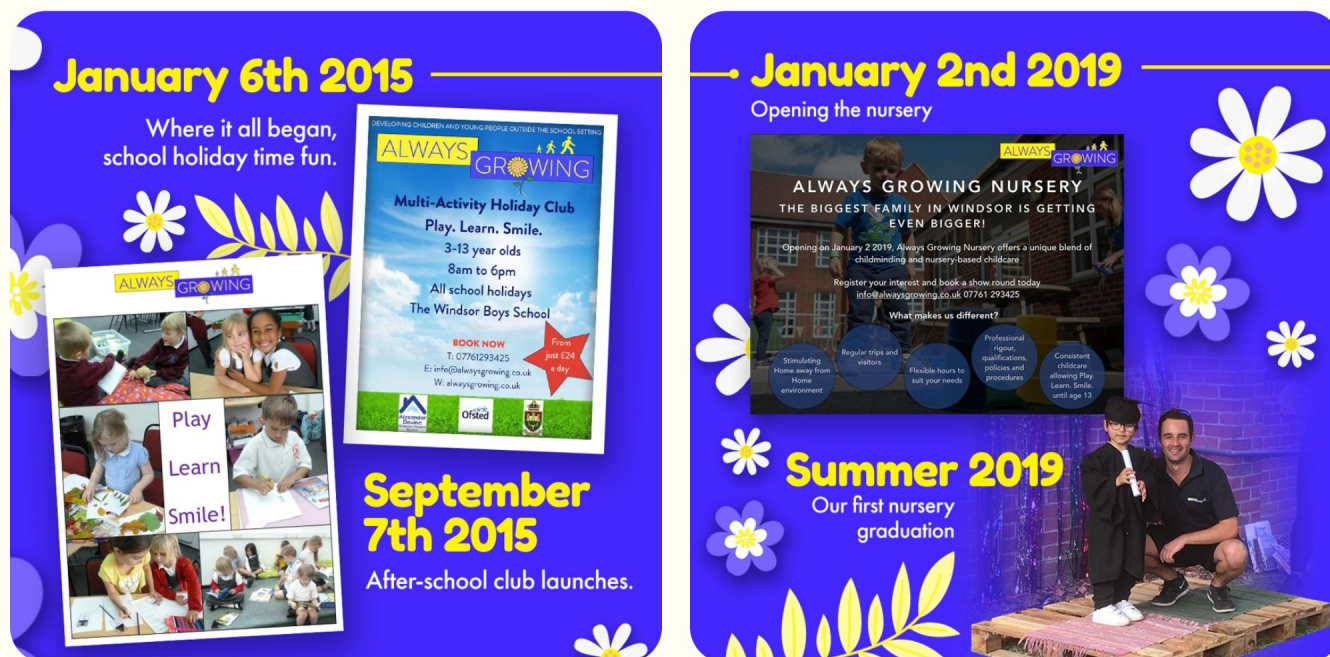
"There's no self-improvement without self-awareness."

Lewis

2009 TO 2019

Where have we come from?

Back in 2009, Ben and Lewis met by chance outside a Psychology lecture at Brunel University. Ben helped Lewis secure a work placement at The Windsor Boys' School (which we had both attended years before), and we worked our way up to running the SEN department together, gaining our Psychology degrees and Qualified Teacher Status along the way.



6 January 2015

Always Growing is born: a holiday club for 3 to 13 year olds at The Windsor Boys' School, shaped by experience at Hungry Caterpillars. Lewis says he definitely learned from the best!

7 September 2015

Our after-school club launches.

January 2017

Two years old and proud, with holiday clubs in two locations, including Slough.

2 January 2019

Our first nursery opens in the heart of Windsor. A small group of families from a setting that was closing trusted us to keep their little ones together, and we are eternally grateful.

Summer 2019

Our very first nursery graduation.

Ups, downs and growing up.

The start of our nursery journey was a steep learning curve, and our other services kept us afloat. Bringing in people with deep early years experience, many of whom are still with us, gave us the confidence to keep building.



March 2020

COVID: panic, pause, pivot. Our holiday and after-school clubs stopped. We centred everything on our 4POP, where relationships and communication were paramount, and with furlough, savings and government support we didn't just survive, we thrived.

October 2020

After a competitive bid, **we open Cippenham**, a pre-school previously led by a volunteer committee (we take our hats off to them). We work hard so families can attend without a direct cost to them.

23 April 2021

New beginnings, focusing just on nurseries. Lewis's son joins us too.

September 2021

We open Wessex in Maidenhead, after a slower, dustier, sweatier start: ex-students, family and friends helped us overhaul the whole environment.

September 2023

Windsor pre-school opens, and we launch Always Growing You, developing early years workforces, parents and guardians.

Looking inwards, then growing out.



September 2024

Windsor expands again, upstairs, to 84 spaces.

November 2024

Lewis visits rural Uganda, and our support for play-based early education there gains momentum.

2024 and 2025

We look inwards and sharpen how we operate. Closing Wessex, where there wasn't the demand for full-day, year-round places, was a positive turning point: it let us focus, and it built the foundations for what came next.

January 2025

Ten years of Always Growing!

2026

A burst of growth: Hayes, Ascot and Uxbridge join the family. Today, more than 45 of us care for and educate more than 200 children.

LEARNING TO LEAD

Lewis's doctorate in early years leadership

Lewis completed a doctorate researching leadership in early years. That research shapes how we lead: rethinking our leadership structure to reduce stress, and growing professional confidence and a coaching mindset across our team. It reflects our commitment to bettering ourselves, so every child and every team member has the best place to thrive.

A family affair.

We really mean it when we say Always Growing is like our family. Lewis's Mum is our accountant, his Dad is our Maintenance Manager and his Nan is our Housekeeper. Ben's parents, Amanda and Shaun, have helped so much with their green fingers, and in shaping our clear communication practices.

Both our wives are qualified teachers who help us do everything we can for our children and parents, and our own youngest children are growing up in our nurseries too.

July 29th 2016

Some amazing highlights over the years. This is Nan's favourite from her 10 years with us. Another favourite was the ice cream van visiting.



Nan's favourite memory from her years with us: the day the ice-cream van came.

Beyond our walls

We're always learning, and we're proud to be making an impact across the early years sector, not just within our settings.

Always Growing You

Development for the sector, by the sector.

Supporting other settings

Ben and Lewis were part of the DfE's Experts and Mentors COVID recovery programme.

Sharing research

Lewis publishes academic work, and writes about professional confidence for nursery leaders.

Sharing our practice

Articles with Famly on looking after our team and rethinking leadership, with Laura and TJ on apprenticeships.

Speaking up for early years

Panels at early years conferences, a report on greater respect for the sector, and the local schools forum.

Uganda

Supporting play-based early education in rural Uganda.

Where is Always Growing going?

Right now, we're focused on

Doing the very best we can for the children in our care, and for the team who provide that care and education.

Capturing our processes and pedagogy to grow Always Growing You.

Increasing our impact internationally, with play-based early education in rural Uganda.

Next, we will

Keep recruiting top talent to embed outstanding practice across all five of our settings.

Transform our performance development processes into support for the whole sector.

Stay open to new opportunities to extend our reach.

"Ultimately we consider ourselves to be always learning, not just Always Growing."

Ben



The Always Growing story is always growing, and we're so excited to see what's next.

Lewis Fogarty and Ben Bausor, Directors

alwaysgrowing.co.uk