

Fizzy Fish News

Your child's key person is

February 2019

Welcome to the first newsletter of the new year.

Staff

Tiffany's sister, Candice, joined us before Christmas and is just about to start her Apprenticeship training.

Rhianna also joined us before Christmas and is Level 2 qualified. Tiffany and Rhianna will start their Level 3 in the next few weeks.

Ashton has recently passed her exams and is now Level 3 qualified. Hopefully, Ellie will finish her Level 3 in the next few weeks.

Megan, joined us at the beginning of the year and has a Level 6 qualification in Education. She will start her Early Years Teacher training in September.

We have recently interviewed another young lady, who has a wealth of Special Needs experience and hopefully she will join us soon. Further details once her contract is signed and we have a start date.

Tracy moved to the Pre-School in the New Year and is now better placed to teach Spanish with the children throughout her two days of work on a Monday and Thursday.

Unfortunately, Suzie left in January to spend more time at home with her children. She will be sadly missed but we fully support her decision that she is needed at home.

Nursery:

Naomi Maxwell - Area Manager, Cook, Safeguarding Officer and Early Years Educator

Sian Knight - Deputy Manager, Safeguarding Officer and Early Years Educator

Georgia Hyland - Deputy Manager, Safeguarding Officer and Early Year Educator

Becki Parris - Deputy Manager, SENCO and Early Year Educator

Mercedez Walshe - Early Years Educator

Lara Deason - Early Years Educator

Rhianna Batchelor - Early Years Educator

Tiffany Foster - Early Years Educator

Ellie Fothergill - Apprentice Early Years Educator and Messy Play Co-ordinator

Candice Foster - Apprentice Early Years Educator.

Donna Huntsman - Cook and Lunch time assistant

Pre-school:

Megan Reed - Trainee Early Years Teacher.

Kirstie Salmon - Deputy Manager, Safeguarding Officer and Early Years Educator

Ashton Nealgrove - Deputy Manager, SENCO and Early Years Educator

Tracy Banks - Early Years Educator

Ryan Karacochi - Apprentice Early Years Educator and Outside Co-ordinator

Angel Green - Early Years Educator

Increase in Fee from April 2019

As you may be aware the Government specifies the minimum hourly rates that must be paid to staff. This increases every April and therefore we have had to look at our fees in order to cover the additional revenue needed. We were very surprised at the amount needed to meet these additional costs but please be assured that the fee increases only cover the cost needed to meet the new salaries. Lou and I are not getting any increases and we haven't taken into account any other costs such as increases in rent, rates, energy or food.

All Year Contracts

<i>Non-funded sessions</i>	<i>Under 3's</i>	<i>Over 3's</i>
5 hour session	£28.75	£26.75
10 hour session	£57.50	£53.50
7 hour session	£43.75	£43.75

<i>Funded sessions for the Over 3's</i>	<i>No of Funded Hours included in the Session</i>	<i>Over 3's</i>
5 hour session	2.75	£15.75
10 hour session	5.5	£31.50
10.5 hour session	10	£15.50
7 hour session	5.5	£21.75

Any additional hours added to a contracted sessions is charged at £5.95 per hour.

Term Time Only Contracts

<i>Non-funded sessions</i>	<i>Under 3's</i>	<i>Over 3's</i>
5 hour session	£31.75	£28.75
10 hour session	£62.50	£57.50
7 hour session	£47.25	£47.25

<i>Funded sessions for the Over 3's</i>	<i>No of Funded Hours included in the Session</i>	<i>Over 3's</i>
5 hour session	3	£16.75
10 hour session	6	£33.50
10.5 hour session	10	£18.50
7 hour session	5	£27.25

Any additional hours added to a contracted sessions is charged at £6.45 per hour.

Any hours charged outside of our opening hours are charged at £9 per half hour. The cost then covers the overtime for the two members of staff that have to be present. Please note that the Nursery's opening hours are 7.30am to 6.30pm. The Pre-School is open from 7.30am and closes at 6pm. If you require a later finish time at Pre-School, this can be arranged but the pick up would be from the Nursery.

New Pre-School

Last October we had the opportunity to put in a bid for opening a new Pre-School at Peter Gladwin in Portslade. The previous nursery had closed at the end of the summer and the school had looked at taking the Pre-School over but could not make the figures balance. We thought long and hard and decided we'd like to put in a bid based on the business plan at our existing Pre-School. Seven bids were received and these were whittled down to ourselves and one other local nursery. In January, the Headmistress and Business Manager from Peter Gladwin visited our Pre-School and liked what they saw. They commented on how well behaved the children were and how they stayed focused during circle time, something their current reception children find difficult to do. From talking to the ladies, we both found that we had very similar ethos and plans and visions for the future. During the bidding process, we had constantly been asked to increase our financial offer but we stuck to our offer as we could only remain solvent with the bid we had submitted. The Governors of the school wanted to go with the more lucrative bid but the Headmistress and Business Manager persuaded them that we were the party they felt they would be better for the School. We are extremely proud that we have secured this contract and we are very excited at the prospects this opportunity offers us. We will support the school in every way we can and look forward to working with them.

We are currently awaiting a Pre-Registration visit from Ofsted and the contracts from Brighton and Hove City Council. We have decided that Lou will be based at the new setting until at least September. As Megan is new to the business, she will move and Angel will accompany her. Once the numbers grow, the new lady we have interviewed will also be there full time. For the time being, she will split her week between the Pre-Schools until she is used to the way Fizzy Fish works.

If you are interested in moving your child to the new Pre-School, please speak to Lou. She will be able to show you around and give you all the details you need. If you know of anyone looking for sessions at a Pre-School, please give them our details and you will receive the Introduction Reward we offer for all new referrals.

The new Pre-School will offer the same funded and non-funded sessions and will be for 2 to 4 years olds.

Room Movements at the Nursery

We recently held a Managers Meeting at the nursery and were discussing how we could use the rooms in the house to better use. Becki, our newest Manager, suggested we move the babies downstairs and the toddlers upstairs. A 'light bulb' moment for both Lou and I, who both said, 'Why have we not thought of this before?'

The rooms have now been re-arranged and we are trialing the change for a few weeks. So far, it's working well.

Removal of One Use Plastic

Once a term Lou and I attend a Private Owners Meeting with other nurseries in the Brighton and Hove area. This gives us a chance to network, get ideas and discuss new regulations and ideas. At our Summer meeting, Louise from Young Friends told us about their removal of plastics from her business. This intrigued me and I wanted to know more. We had reduced the amount of baby wipes we used by the introduction of flannels for cleaning the faces of the children after eating and with all the press about plastics, Lou and I both wanted to do more. I was unable to go to the meeting but finally got around to reading the minutes last week. It took us no more than an hour to work out how we could reduce the amount of plastics used at our settings. Please see below as how we are going to achieve this:

1. We will replace the baby wipes used to change nappies with cloths that we will launder ourselves. The cloths will be used with Grapeseed Oil which I'm assured will stop the need for Nappy Cream.

2. We will stop using 'one use' nappy gloves. Lou and I never used nappy gloves with our own children but we appreciate that staff might still want to use protection for the really dirty nappies. Therefore, normal rubber gloves will be made available together with nail brushes and plenty of soap and anti-bac hand gel.
3. We will stop using nappy sacks in the settings. In future, the nappies will be placed directly into yellow sacks ready for collection by the Waste Disposal Company.
4. We have already removed the use of glitter and plastic straws from our art/messy activities.
5. We will look at using powder paint instead of squeeze paint and will use the existing squeeze paint bottles for storing the prepared paint.
6. In the kitchen, we will stop using plastic bags, cling film and tin foil. Food will be stored and transported in reusable containers.
7. We are supplying all the staff with re-useable water bottles for use at work.

In order for us to remove the current carrier bags we use for sending dirty/wet clothes home, **we would ask that parents put a re-useable carrier in their child's bag.**

We know that it would be impossible to stop using plastic completely, but we feel that stopping using 'one use' plastic is a big start in becoming a little greener. We hope that this might encourage you to also think about how you might become greener as well, as these small but significant changes aren't life altering but are environmentally altering!

Healthy Choice Award

We were recently asked, by Brighton and Hove City Council, if we liked to renew our Healthy Choice Award. We were currently holding the Gold Award. Naomi and I sat down and reviewed our practices. The only changes needed were a couple of small changes to the menu. The evidence was sent to the Healthy Nutrition Project Officer and I'm happy say that we have just heard that we have passed and our Gold Award has been renewed.

Our revised menu has been updated to a three-week cycle and is available to view in each setting and on our website.

To meet the criteria of the award, we had to ensure the following:

1. To serve produce that is in season and if possible from a local source. All our meat is locally sourced and delivered on the day it is cooked and served. All fish used comes from sustainable sources and if possible we use Fairtrade products.
2. To serve one vegetarian meal and a fish based meal every week plus a meal using oily fish at least once every three weeks.
3. To only serve one processed food every week and ensure all foods served do not have added sugar or salt.
4. To ensure each main meal includes starchy carbohydrates, protein, dairy, fruit and vegetables.

World Book Day

Takes place on Thursday 7th March. We will be celebrating this event all week and would encourage the children to dress up as a character from their favorite book. The staff will be planning special activities throughout the week.

Red Nose Day

The following week, on Friday 15th March, is Red Nose Day. Again, we will be celebrating the event all week and children can come dressed in something red. If you would like to donate to this worthy cause, please do so at <https://donation.rednoseday.com>.

Martlet's Be More Snail Campaign

Lou and I recently attended an event to receive an update on the campaign. We were delighted that the campaign has raised over £300,000 which they hope to use to replace an 18-bed ward with 18 on-suite bedrooms. We wish them well with all their upgrades and we will definitely be ready to participate in

whatever animal trail they plan for their next fundraising event! A big thank you for all your support, as we couldn't have raised the £1500 without your help.

Our snail was kindly lacquered by Reeve's and Son and is currently on display at the Lindridge Care Home.

30 Free Entitlement Hours

An extra 15 hours per week for 38 weeks may be available to children if their parent or parents they live with, each work at least 16 hours a week and earn less than £100,000.

Parents need to apply online to obtain the code needed to claim the extra 15 hours **the term your child turns 3**. Codes must be obtained **before** the start of the term, failure to do this will result in children not being able to access the extra hours until the following term.

Parents are informed by HMRC when they need to re-check their eligibility (every 3 months) and will be given a grace period to find new work if they lose their job. It is extremely important that you keep us updated about your eligibility as failure to do so will result in you being financially liable for any sessions not covered.

Tax Free Childcare

HMRC now offer the above which is similar to the old childcare vouchers. We are encouraging parents to register for this system for a number of reasons:

1. It allows most parents to take advantage of receiving up to £2,000 per year, per child towards childcare costs.
2. It enables the parents to make one payment to settle their invoice, instead of a bank transfer and one of more childcare voucher payments. This makes it much easier when allocating payments to invoices.
3. The current Childcare Vouchers is due to be phased out and any money paid into that system can only be used for childcare costs. Money in the new HMRC system can be withdrawn at any time.

For more details, please see www.gov.uk/government/news/tax-free-childcare-10-things-parents-should-know.

Visit childcare-support.tax.service.gov.uk to sign up for the new service.

Invoices & SchoolPing

A big thank you to everyone for signing up to SchoolPing. Having this software makes our job so much easier when sending information and messages to parents. Everyone is using SchoolPing either through the App, by email or through PC access.

Please remember we use SchoolPing to inform parents that invoices have been sent. We have contacted all the Childcare Voucher companies and HMRC and they have updated their systems to pay your payments into the new account. There are still a couple of parents who are transferring payments to the old account and we will contact you directly.

Social Media

Please keep up to date with our Facebook pages, as they are regularly updated and give you all the latest about what is happening in the settings and links to other useful information.

Suitable Clothing and Footwear

Now the colder weather is upon us, please ensure children come in with warm coats and suitable shoes for the garden. At the Pre-School they need rubber soled shoes to ensure they don't slip on the climbing frame. If they aren't wearing the correct shoes they will not be allowed on the frame as it can be quite slippery.

Wanted Items

WELLIES: As always, we are grateful for any old wellies you may have. Some of the more fashionable wellies aren't as hard wearing as the traditional style and with the amount of use they get don't always last that long.

BOOKS AND MAGAZINES IN DIFFERENT LANGUAGES: For use in our quiet area.

Recommendations

If you know of any families looking for spaces, please point them in our direction and remember that you receive a £25 voucher or £25 off your invoice for any child you recommend that starts at any of our settings.

Lou and I would like to thank you for your continuing support and custom. If you have any queries regarding this newsletter, please do not hesitate to contact one of us and we welcome all suggestions and hope you will approach us about anything regarding our service.

www.fizzyfishhove.co.uk

info@fizzyfishhove.co.uk should be used for general enquiries and invoice queries.

sessions@fizzyfishhove.co.uk is for requests for extra sessions.

staff@fizzyfishhove.co.uk is also available if you would like to contact an individual member of staff. This address will also be used if a staff member needs to contact you.

Nursery - 01273 227425

Pre-School - 01273 727129

You can also contact either setting by texting Lou on 07769214244 or Naomi on 07805 348244.

SchoolPing is used to send information to parents. Please download the App to your smartphone or access the system through a browser.

Dayshare is linked to our Invoicing system (**Abacus**) and this is used to send out daily information about your child's day and general emails. This will include information about what and how much they have eaten, when and for how long they have slept, nappy changes and what they have done during the day. It can also be used to send photographs that may not be put on **Tapestry**. The emails are sent out asap after the end of the child's session. Emails are sent to the parent or parents that receives the invoices. If required, we can set up the second parent so please don't hesitate to ask.