

# Fizzy Fish News

Your child's key person is

March 2017

Welcome to the first newsletter of 2017 and apologies for the length of time in between newsletters.

I'm not sure where the time has gone and can't believe it's nearly 3 months since Christmas. At least the days are getting longer and we will soon have light evenings, although you, as parents, might not welcome this because it's harder to get children to sleep.

## **Staff**

Since the last newsletter Suzie has left and now, much to our delight, rejoined us at the Pre-School!

Ester left us to go to Egypt to care for her mother.

Ann has replaced Sue, who left the Pre-School to start a new job which she felt gave her more of a work/life balance.

Stefania replaced Suzie and joined us from a Steiner school but quickly decided that main stream wasn't for her.

Lucy, who left last summer to spend a few months in Singapore, has rejoined us at the nursery.

Fai, who had been covering other staff members holiday and sickness, has now joined permanently two days a week at the nursery.

Chloe came to view the nursery for her son and quickly agreed to work at the Pre-School as a Lunchtime Assistant. She originates from Greece and has had lots of experience working with young children. She speaks 3 languages and is currently teaching the children some French.

Kersha joined us last Autumn as an apprentice and has since been joined by Lara and Dain. Dain is based at the Pre-School and Kersha and Lara are at the nursery. During their apprenticeships they will have to experience all age groups so may move between settings.

Bryan is permanently at the nursery and will move back to the Pre-School when his son

leaves to start school.

Kirstie, has recently given birth to Bobby and will be on maternity leave until the end of the year.

Dani has started a Team Leader course and it is hoped that Bryan and Ashton will start their level 3 training in the near future.

Lou, Ashton and Ann are currently attending Special Needs training and it is planned for Mercedes to start in the near future. Lou and Ashton are both carrying out one to one support with children currently in the setting.

Writing the staff movements in this newsletter has highlighted the massive changes the settings have seen over the past few month and leads me on to addressing parents' concerns about the following.

### **Key Persons**

The main issue raised in Lou's Survey Monkey questionnaire was the amount of changes in their child's Key Person over the last few months.

I would like to take this opportunity to say that we completely understand your concerns but to highlight that, as we are two very small settings, regular change is not a huge problem for your child/children. The children know all the staff in their setting. Most members of staff would be able to outline your child's day, especially if it was something out of the ordinary. Staff members take turns in nappy changing, putting to bed and getting children up from their sleeps, writing observations, running activities, supervising mealtimes and taking children into the garden, the only things they do solely for their key children is enter their observations onto Tapestry. At some nurseries, the key person will do everything for their key children but in our opinion this doesn't always work in the best interest of the child. For example:

- If their key person is off sick or on holiday, their child is then faced with an adult they don't know,
- If their key person is dealing with another child, your child then doesn't get the attention when they need it,
- And they could become too reliant on one individual.

We very much believe that when a child comes to Fizzy Fish they build relationships with their peers and a number of adults, this ensures that when change does happen, which is inevitable, they are well prepared to cope with it. As some of the Pre-School staff work at the nursery and visa versa, children see a familiar face if, and when they transition to the Pre-School. We usually move a number of children up to the Pre-School at any one time, so they move with their peers and to familiar adults, all which helps to smooth their transition.

### **Social Media**

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

## **Meet the Team Open Evening**

Due to all the changes at the Pre-School, we have arranged an open evening so you can meet all the staff that regularly work at the setting. This evening will take place on Thursday 23<sup>rd</sup> March between 6 and 7pm. Parents of children that are moving up to the Pre-School in the next couple of months are also welcome to attend.

## **More than One Setting?**

Lou and I strongly believe that it is not in the best interest for children to attend more than one setting. Continuity of care, getting to know the child and their family, report writing, the lack of communication between settings and funding issues, are the reasons behind our reasoning. And for this reason, we recently amended our terms and conditions to say that a child must attend the setting on two or more days a week and that if they are attending another setting as well as Fizzy Fish, we are not prepared to claim the current 15 hours funding. The recent 30 Hour Conference we attended, reinforced this thought and we will continue to follow our terms and conditions. We have realised that with the introduction of 30 hours, we might not be able to offer all of the 30 hours, as demand for these hours will be high and that families may not be able to access all the hours they want. Therefore we might have to be more flexible but we will cross that bridge when it arises.

If your child does attend more than one setting, please let us know as soon as possible. We have a legal obligation to liaise with other settings about your child's welfare and development, so it is important we know where they are on other childcare days.

## **Early Years Free Entitlement (3 & 4 Year Funding)**

All three and four year olds, from the term after their third birthday, are entitled to free early years education up to fifteen hours a week for 38 weeks per year (term-time) or up to 570 hours if the hours are spread across more than 38 weeks, i.e. all year round. In our setting, this is offered term time only or over 52 weeks, which equates to 11 hours per week.

As you may be aware from press coverage, the amount we are given per hour by the government/council isn't anywhere close to the amount we normally charge for our sessions. We have always taken the hit on the funded hours even though we are able to charge for meals, resources, hire of equipment etc. for those families attending for more than just their funded hours. With the introduction of the additional 15 hours available to working parents from September 2017, we have had to look at our sessional charges with the purpose of trying to recoup some of the shortfall. Two local nurseries have worked out that if they were to give all the 30 hours free, their businesses would close within 6 months! Nurseries are being hit with increased business rates, the annual national/minimum wages increases and the introduction of workplace pensions. We are not opposed to the national living wage but this has a knock-on effect to other staff's wages, as someone over 25 could feasibly be earning more than a more senior or qualified member of staff who is younger. Group discussions have taken place with other settings and below details how we intend to offer funded hours. This will start from April for

those children who are eligible for funded hours from the Summer term and everybody else from September. We are using the Summer term to evaluate the changes.

If you only want to use your free hours, we are not allowed to impose any charges, only those agreed by you. We will, like other settings, limit the number of free places available and the types of sessions and times they operate.

The increase in charges take effect from 1<sup>st</sup> May and are applicable to everyone.

The number of free entitlements hours, available to the over 3's, are limited to each session type.

### **All Year Contracts**

<b>Non-funded Sessions</b>	<b>Under 3's</b>	<b>Over 3's</b>
5 hour session Start between 7.30 to 8am OR 1 to 1.30pm	£26.50	£24.50
10 hour day Start between 7.30 to 8.30am	£53	£49
7 hour day Start between 7.30 to 9am	£40.60	£40.60

Spreading the Funded Hours for 3 & 4 year olds across 52 weeks, equates to 11 hours per week for the standard 15 hours per week or 22 hours for the extended 30 hours (from September 2017). Select the session types below to make up the funded hours.

Remember, you are not obliged to use them all. Additional sessions maybe booked but are at the rates shown above.

<b>Funded Sessions for the Over 3's</b>	<b>No of Funded Hours included in the Session</b>	
5 hour session Start between 7.30 to 8am OR 1 to 1.30pm	2.75	£13.50
10 hour day Start between 7.30 to 8.30am	5.5	£27
7 hour day Start between 7.30 to 9am	5.5	£18.60

Additional hours are charged at £5.50 per hour if added to one of the above sessions.

## Term Time Only Contracts

Non-funded Sessions	Under 3's	Over 3's
5 hour session Start between 7.30 to 8am OR 1 to 1.30pm	£29	£26.50
10 hour day Start between 7.30 to 8.30am	£58	£53
7 hour day Start between 7.30 to 11.30am	£44.10	£44.10

Additional hours are charged at £6 per hour if added to one of the above sessions.

3 & 4 years old will be entitled to 15 hours or 30 hours (from September 2017) per week. Select the session types below to make up the funded hours. Remember, you are not obliged to use them all. Additional sessions maybe booked but are at the rates shown above.

Funded Sessions for the Over 3's	No of Funded Hours included in the Session	
5 hour session Start between 7.30 to 8am OR 1 to 1.30pm	3	£14.50
10 hour day Start between 7.30 to 8.30am	6	£29
7 hour day Start between 7.30 to 9am	5	£24.10

### 3 & 4 Year Old Free Entitlement Funded Hours Only

If you only wish to use your free hours, we can only offer you this on a Term Time only contract.

Standard 15 hours must be used as three 5 hours sessions - 7.30am to 12.30pm OR 1.30 to 6.30pm. These sessions must be all on different days unless you are prepared to pay £15 for the period between the AM and PM session.

The extended 30 hours (from September 2017) must be used as five 5 hours sessions - 7.30am to 12.30pm OR 1.30 to 6.30pm. These sessions must be all on different days unless you are prepared to pay £15 for the period between the AM and PM session. To use all the 30 hours, you must be prepared to commit to at least one full day which will attract the lunchtime charge.

**ALTHOUGH YOU HAVE TO PAY TOWARDS THE EXTRA HOURS ABOVE YOUR FREE FUNDED HOURS, YOUR FUNDING AND THE TAX FREE CHILDCARE**

**ACCOUNTS CAN SAVE FAMILIES OVER £4,000 OR £6,500 PER YEAR  
DEPENDING WHETHER YOU ARE ENTITLED TO 15 OR 30 HOURS RESPECTIVELY.**

**All Contracts**

Bank holidays and absences from the setting are still chargeable.

If your child's session falls on a bank holiday, we will try and accommodate a bank holiday swap for a session in **addition** to your contracted sessions. This must be used within **28 days after** the bank holiday.

We will also try to accommodate extra sessions if space and staff ratios allows.

*Charges for cancelling extra sessions* are as follows:

Swapped for another date within a week	Free of charge
Cancelled with at least 48 hours notice	£25
Cancelled within 48 hours of the session	Full charge will apply

**Tax Free Childcare**

HMRC will shortly be introducing a system, which will allow most parents to take advantage of receiving up to £2,000 per year, per child for use towards childcare costs. To qualify, parents will have to be in work (including the self-employed), earning at least £115 per week and not more than £100,000 per year.

The scheme will be available for each child up to the age of 12 or 17 if the child has a disability. The account will operate like an online bank account. For every 80p you or someone else pays into the account, the government will add another 20p up to £500 per quarter. Parents can then use this account to pay childcare providers all or part of their childcare costs. This scheme will gradually replace the current Childcare Vouchers, which some employers offer. Money withdrawn NOT for childcare costs will be subject to HMRC taking back their contributions. For more details, please see [www.gov.uk/government/news/tax-free-childcare-10-things-parents-should-know](http://www.gov.uk/government/news/tax-free-childcare-10-things-parents-should-know).

Once this system is live, the same website will be used to check whether you are eligible for the extended 30 funded hours. Visit [childcare-support.tax.service.gov.uk](http://childcare-support.tax.service.gov.uk) to sign up for the new service.

**Suitable Clothing and Footwear**

Even though the weather is starting to get warmer, please ensure children still come with coats and suitable footwear for the garden. We spend a lot of time outside, especially at the Pre-School.

**Tudor News**

During the week commencing 13<sup>th</sup> March, the drive is being extended and paved. We are going to purchase a new buggy store and this will be erected once the drive is complete. The work should only take a week if the weather is kind to us.

By the end of April, a new small conservatory will be built at the back of busy room which will reduce the draughts and give us more storage. It will also remove some of the steps that the children have to navigate to get into the garden.

Once the conservatory is finished, the fence on the left hand side of the garden will be replaced.

### **Nevill News**

The negotiations for the extra space is currently on hold whilst we decide what we want to do but we have got permission to build the outdoor classroom. Watch this space!

### **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](http://www.fizzyfishhove.co.uk)

[info@fizzyfishhove.co.uk](mailto:info@fizzyfishhove.co.uk) should be used for general enquiries and invoice queries.

[sessions@fizzyfishhove.co.uk](mailto:sessions@fizzyfishhove.co.uk) is for requests for extra sessions.

[staff@fizzyfishhove.co.uk](mailto: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 on Naomi's number, 07805 348244, whilst Lou is undertaking her Early Years Teacher degree.

**Teachers2Parents** is used to text parents. Please DON'T reply to this service as this isn't monitored as it is only used to send out information.

**Dayshare** is linked to our Invoicing system (**Parenta**) 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 at 5.30 so parents can see the information before their child goes to bed. Information about what has happened after 5.30 will be verbally relayed on collection. 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.