

# 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 Apprentice 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 she has a Level 6 qualification in Education and 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 contact is signed and we have a start date.

Tracy moved to the Pre-School in the New Year and is now better placed to practice Spanish with the children on her working days.

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 cost to the business. We were very surprised at the session increase we need to pass onto to families but pleased to be assured that these increases only cover the cost needed to meet the salaries. Lou and I are not getting any increase and we have taken into account any other rise in costs such as rent, rates, energy and food costs.

#### 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 of 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, this can be arranged but the pick 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. We had constantly been asked to increase our financial offer but stuck to our guns that we could only remain solvent to 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 stuck to our bid 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 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 runs the business.

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 be open for 2 to 4 years olds.

### **Room Movements at the Nursery**

We recently held a Managers Meeting 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 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. 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 the 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 of what the plastics in our seas and on our land was doing, Lou and I both wanted to do more. I was unable to go to the meeting and finally got around to reading the minutes last week. It took us no more than an hour to work out how we could do our bit to reduce the amount of plastics used at our settings. Please see below how we are going to achieve this:

1. We will replace the baby wipes used to change nappies with clothes that we will launder ourselves. The clothes 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 store the 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 use 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 doing our bit to become a little greener. We hope that this might encourage our families might stop and think how they might become greener as well.

### **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.

### **30 Free Entitlement Hours**

An extra 15 hours per week for 38 weeks may be available to children if the 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 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](http://www.gov.uk/government/news/tax-free-childcare-10-things-parents-should-know).

Visit [childcare-support.tax.service.gov.uk](http://childcare-support.tax.service.gov.uk) to sign up for the new service.

### **Martlet's Be More Snail Campaign**

Thanks to parent's generosity, we raised nearly twice the amount needed to participate in this event at our Fun Day alone.

Some of the staff have signed up to the Sponsored Snailway Evening Safari which will visit all the large Snails currently situated around the city. This event will take place on Friday 12<sup>th</sup> October and if you would like to sponsor our team, you can do so via our Giving Page at [www.justgiving.com/fundraising/fizzyfishbemoresnail](http://www.justgiving.com/fundraising/fizzyfishbemoresnail). For more details about the Snailway Safari, please visit [www.themartlets.org.uk/events/snailway-safari](http://www.themartlets.org.uk/events/snailway-safari).

If you haven't already seen our Junior Snail, it is located in the Martlet's Charity shop in Church Road, Brighton next door to Dockerill's.

### **Lindridge Nursing Home**

The handprints of some of the residents the Pre-School children visit each week were also put on our snail. A 101 year old resident recently went to see some of the snails displayed in the city - see [www.theargus.co.uk/news/16890978.101-year-old-explorer-tours-the-martlets-snails-by-bicycle/](http://www.theargus.co.uk/news/16890978.101-year-old-explorer-tours-the-martlets-snails-by-bicycle/).

### **Lack of Courtesy to Staff**

We were very upset to receive a report from a parent about the way another parent had spoken to a member of staff at the Pre-School. This together with the receipt of several aggressive emails prompted us, after discussions with the Local Authority, to impose a Zero Tolerance Policy. In future, if disrespectful behaviour is reported to us, we will have no alternative than to exclude the parent/carer from coming into the setting and the child will have to be dropped off by someone else. In the worst-case scenario, we will have no other alternative than to give notice to the family concerned.

### **Sensory/Messy/Art Activities**

Earlier in the year I attended a professional early years training session entitled "Dynamic Displays or Static Wallpaper?" This thought-provoking course has led us to review our approach to creative activities in the settings which follow a prescribed model or use entirely pre-selected materials. We realise that children in the nursery aren't old enough or able enough to create an end result based on an object or photographs and therefore we have decided to provide them a different sensory/messy play activities per day that helps them develop their five senses: sight, smell, hearing, touch, and taste. Please see the article attached to this newsletter. In future children at the Pre-School will be provided with similar activities together with the opportunity to draw and paint pictures. A new board will allow them to display their work (if they want to) and identify their work by writing their name next to their work or by using the pre-printed name labels. It will then be up to the individual child to decide when they want to take their work home.

In accordance with national guidance, Ofsted expectations and best practice principles in early education, we are encouraging our staff and children to focus on the thinking, resources and ideas involved in each child's creative activities rather than on a polished end result. Of course, we will encourage children to overcome challenges and learn new skills as appropriate while they are making things. Photographs of the children partaking in the activities will also be displayed and used as prompts to talk about their experiences/challenges at circle times.

At Pre-School, the use of Talking Points will allow the staff to record instructions, suggestions and pose questions around the setting which the children will be able to listen to whenever they chose.

The children will continue to enjoy participating in a wide range of play-based learning activities, many of which will be linked to their current interests. They will sing, play games, make music, investigate, paint, build and role play as usual, indoors and out. The staff will continue to interact with the children at every opportunity, playing alongside them, supporting problem solving and collaboration, teaching new skills, telling stories and listening to what they have to say!

### **Removing One Use Plastics from the Settings and become more Environmentally Friendly**

A local nursery has changed the way they operate to become 'more green'. This really appeals to us and

leads on from the reduction we have made in the use of wet wipes in the settings. It is our aim to stop using wet wipes completely by Christmas. As you may be aware, we use flannels to clean the babies and toddlers after meals and the older children are encouraged to wash their hands. We have also decided to stop using glitter made of plastic and staff have been provided with reusable water bottles to stop the one-use plastic bottles. We are keen to learn more and therefore will be visiting this nursery to get other ideas.

### **Invoices**

Just a quick reminder for long-standing customers and an explanation for new parents. Invoices are produced towards the end of the month for the up and coming month. They are payable in advance and payment is due roughly 7 days after issue but not before 5<sup>th</sup> of the month. The due date is always specified on the email attached to the invoice. If, for any reason, you require an extension to the payment date, either as a one-off or as a permanent arrange, please contact us to discuss and agree.

Once the invoices have been issued, I send a text message asking you to contact [info@fizzyfishhove.co.uk](mailto:info@fizzyfishhove.co.uk) if you haven't received it.

If payment hasn't been made by the agreed date, we reserve the right to add a Late Payment charge of £25 to your account.

I try to tally payment throughout the month and usually do the first tally soon after the payment date. I always tally payments before running the invoices to make sure accounts are up to date.

To reduce administration and bank charges, as few payments per month as possible is much appreciated. We recently received a payment of 1p which cost us 35p to process! It is also easier if the exact amount owed is paid rather than over and under payments.

To try and reduce our bank charges, we would ask that you change the bank details to our saving accounts: 60263865 53-61-02. I will inform the childcare voucher companies and HMRC's Tax Free Childcare department, so you only have to amend payments from your bank accounts. I will also amend the invoices, from next month, to specify the new bank details.

### **Results of the Recent Survey about Handovers**

Thank you to everyone that completed the recent survey. The comments were quite mixed but generally you were happy with the handovers. Some parents thought that the information on handover could be more detailed. The reason for the brief details is to ensure parents get the important information about food, sleeps and nappies from Dayshare. A lot of the children attend the settings each day and it would be easy to muddle information if it was all relayed verbally. The staff at nursery have boards by the sleep areas, the bathroom and the room where they eat. Information is added to these boards throughout the day. This information is then referred to when updating each child's details on Dayshare. Pre-School operate a similar system.

It's not that the staff don't want to tell you about these details, it's just they want to get the details correct.

### **Christmas Party**

Will be held on Thursday 20<sup>th</sup> December. Details will follow nearer the time.

### **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.

Information about the daily Sensory/Messy Activities at Nursery are post regularly. The Pre-School will be doing the same once their plan is complete.

### **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](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 Lou on 07769214244 or Naomi on 07805 348244.

**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 (**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.

An article found online at [www.verywellfamily.com/why-sensory-play-is-important-2086510](http://www.verywellfamily.com/why-sensory-play-is-important-2086510):

Sensory play has an important role in development. When you talk about the senses, most kids over a certain age can rattle them off without problem: sight, smell, hearing, touch, and taste. Any and all of these can be incorporated into sensory [play](#).

### The Role of Sensory Play

It's not just children who have difficulty with sensory integration who can benefit from sensory play; it's all children. There are certain groups of children, such as those who have autism or those who have sensory integration dysfunction disorder who have specific difficulty making sense of and organizing all the stimuli that come at them via their senses. The truth is, all children need help learning how to use their senses.

From the very first day they are born, children are designed to explore the world via their senses. That's why babies and toddlers touch everything and put things in their mouths, and why kids make funny noises with their mouths and experiment with how the world sounds with their fingers stuck in their ears. It's why your child spins in circles until they're so dizzy, they fall, then get up and do it again.

### Sensory Play Isn't All About Touch

Some people, when they think of sensory play, immediately picture sand and water tables or kids playing with clay and playdough, but it isn't all about touch; it's also about the other senses.

For instance, the sharp [scent of vinegar](#) involved in a science experiment, the colors of water during a color mixing experiment, or the texture and smells of [scratch and sniff painting](#) are all part of appealing to your child's senses.

Sensory exploration is a child's way of examining, discovering, categorizing, and making sense of the world, and it's beneficial to provide them with opportunities for sensory play.

### Sensory Play and Language Skills

Playing with different types of textures, tastes, and objects help your child build new ways of talking about the world. Suddenly, the tree is more than a tree, it's a sapling with smooth bark, or it's a pine tree with rough bark and a sharp pine scent. Water isn't just wet, it can be rough (waves), slippery with bubbles, or cold and translucent when frozen.

Tastes, too, can [build your child's language base](#). No longer does she want hot dogs for dinner, but she wants something tangy or salty or sweet, but certainly not bland or bitter.

### Sensory Helps Fine Motor Skills

There are two main types of motor skills your child develops; fine motor skills and gross motor skills. Gross motor skills deal with the coordination of large muscle groups and are responsible for activities like running, walking, etc.

Fine motor skills are those that require the ability to use and coordinate small muscle groups and are important for writing, shoe-tying, buttoning, and zipping, among other things. Sensory play often involves using and building fine motor skills by exploring things using pinching, pouring, and lacing movements.

### Sensory Play Is Calming

You may have noticed that your child is calmer after bath time or that, after a particularly rough session of jumping around the room, banging into furniture, crashing onto his bed or into pillows, your child seems more grounded. This type of sensory play is calming for kids, as it helps them regulate their internal discomfort, whether that discomfort was boredom, restlessness, or some other type of agitation.



Autumn Term			Spring Term			Summer Term		
Week No	Week Commencing		Week No	Week Commencing		Week No	Week Commencing	
1	03-Sep			07-Jan	Xmas Break	1	22-Apr	
2	10-Sep		1	14-Jan		2	29-Apr	
3	17-Sep		2	21-Jan		3	06-May	
4	24-Sep		3	28-Jan		4	13-May	
5	01-Oct		4	04-Feb		5	20-May	
6	08-Oct		5	11-Feb			27-May	Half term
7	15-Oct			18-Feb	Half term	6	03-Jun	
	22-Oct	Half term	6	25-Feb		7	10-Jun	
	29-Oct	Half term	7	04-Mar		8	17-Jun	
8	05-Nov		8	11-Mar		9	24-Jun	
9	12-Nov		9	18-Mar		10	01-Jul	
10	19-Nov		10	25-Mar		11	08-Jul	
11	26-Nov		11	01-Apr		12	15-Jul	
12	03-Dec			08-Apr	Easter Break	13	22-Jul	
13	10-Dec			15-Apr	Easter Break		29-Jul	Summer Break
14	17-Dec						05-Aug	Summer Break
	24-Dec	Xmas Break					12-Aug	Summer Break
	31-Dec	Xmas Break					19-Aug	Summer Break
							26-Aug	Summer Break

## All Year Childcare Requirements for the Christmas 2018 Period

Child's Name: \_\_\_\_\_

I understand that Fizzy Fish will be closed on the following days:

Tuesday 25<sup>th</sup> December

Wednesday 26<sup>th</sup> December

Tuesday 1<sup>st</sup> January.

I require my normal sessions on the following days and understand that Fizzy Fish is open normal hours on those days and that sessions are payable irrespective of whether my child attends or not.

	Required
Thursday 27 <sup>th</sup>	
Friday 28 <sup>th</sup>	
Monday 31 <sup>st</sup>	

Parent's Name: \_\_\_\_\_

Parent's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

PLEASE RETURN THIS FORM BY WEDNESDAY 31<sup>st</sup> OCTOBER

THANK YOU