

Charlies

Management & Leadership Oct 2018

To provide leadership and direction for the team

Housekeeping Team

**Annette Harris
Housekeeper**
Responsible for maintaining and promoting organisation, hygiene and cleanliness.

To order and prepare fresh produce, providing nutritious home cooked meals and snacks.

Senior Management Team

**Joanne Morgan
Managing Director**
To set the standards, provide leadership direction and make available resources.

**Collette Adams
Charlies Training & Employment
Director of training**

**Joanne Morgan
Charlie Caterpillars Day Nursery
Nursery Manager**
To implement and maintain "outstanding" to work in partnership with the senior management team on nursery development. To nurture and develop the teams performance, identifying individual & team abilities.

**Maxine Burley
Charlies Training & Employment
Director of Employment**

Nursery Floor Team

**Karen Bennett Deputy Manager
PANCO/Safeguarding Support**

**Sophie Gough Deputy Manager
SENCO Learning & Development**

To deliver "Outstanding" at all times, to lead and role model best practice to the team, provide guidance & support through reflection, coaching and mentoring.

**Key Persons
Caterpillars**

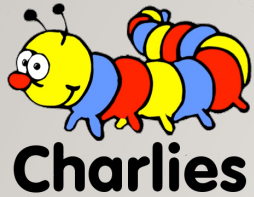
**Key Persons
Chrysalis**

**Key Persons
Butterflies**

To follow EYFS standards, working in partnership with the Deputy Managers to deliver "Outstanding" practice, supporting key person support, students & learners to provide the highest quality childcare to all service users

**Key Person Support
Based in all rooms**

Key Persons Support
To support key person to follow in delivering "Outstanding", to accept guidance and support when required to improve practice and performance



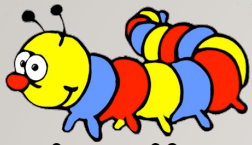
What is Outstanding?

The EYFS sets out the minimum standards to achieve
good

Do you give over 100%, go the extra mile?

Anything above minimum standards is

Outstanding...

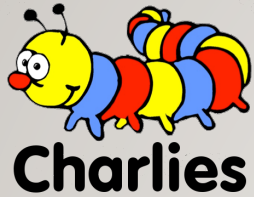


Charlies

Key Person Approach

What does this mean to you?

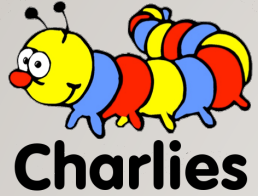
What are your responsibilities?



Philosophy

Imagine you owned the nursery, please answer the following 3 questions?

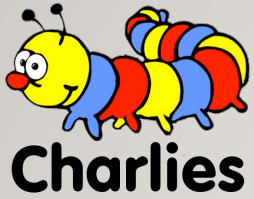
1. How do children learn in your setting?
2. Describe your environment?
3. What is your ethos?



Training / Personal Development

- Online Portal
- Website
- Facebook / Research
- Chatterbox Training – 21st November, 218
- Virtual Staff Room – Facebook
- Email – Virtual Training Sessions
- Staff Meetings / Team Training – Monthly
- Key Person Meetings – Weekly
- Learning Walks / Peer on Peer Observations

Do you have any ideas, what more can we do to support your development?

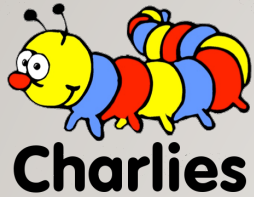


Responsibility & Accountability

- Culture - Values
- Leading from the front
 - Reflective practice
- Solution focused approach



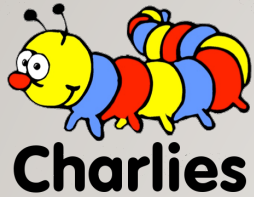
High Performance Team



Team Strengths & Abilities

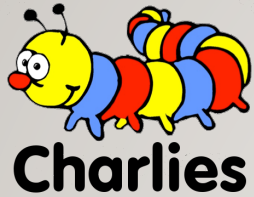
Choosing Champions...

- Inclusion
- Nutrition
- Safeguarding
- Indoor
- Outdoor
- Environment



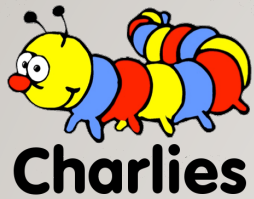
Where to find policies...

- FAQ's for parents...
- What parents need to know...
- Staff policies
- Parent policies



Parent Consultations...

- Completing November assessments
- Setting the date
- Collecting parent feedback
- How are we doing it this time round?...
 - *During the day or evening?*



Policy

Overtime

TOIL

Christmas Eve & Christmas close down

December Annual Leave

Holiday policy Booking Annual leave

- Iconnect
- Avensure online

Calling in Sick /Return to works

New Policy – Settling without tears