



Pathways Nurseries & Childcare Centres Ltd

PARENTS NEWSLETTER February 2018

Diary dates:

Wc 26 th February	Music week, - please sing, dance and listen to music at home.
Thursday 1 st March	Woodland Trails Parents Evening
Monday 5 th March	Warwick Parents Evening
Friday 9 th March	Mother's Day - bring your mum to nursery
Monday 19 th March to Friday 23 rd March	Parent consultation week - please make an appointment to see your child's key person and share with them your child's learning at home.
Monday 19 th March to Friday 23 rd March	Sponsored Event - fundraising for extra resources for our outdoor areas and extra technological resources
Friday 23 rd March	Easter Activity Day and Raffle
Wednesday 28 th March	Courtyard Easter Bonnet Parade Parents welcome - please make a bonnet with your child
Thursday 29 th March	Balsall/Woodlands/Warwick/Holly Lane Easter Bonnet Parade 9.15 and 1.15 Parents welcome - please make a bonnet with your child if he/she attends

Events - please keep an eye on the A Frames and parents board for announcements in relation to forthcoming events.

Observations/photos and assessment

We have now invested in the 'iConnect daily', and are beginning, over the next few weeks to add your children to the system. We will continue from your child's previous hard copy record. Please bear with us, as you may receive some photos and notes, as we trial the system. In due course, photos, snapshot observations and progress reports will be on ParentZone and replace the hard copy records. This will take considerable time and staff training but should be established by the end of April, for most children. Once it is established this will be an excellent two-way process of sharing next steps, photos and comments.

Outdoor Play - As we will spend more and more time outside, please dress your child suitably and ensure all clothing is labelled. Footwear should be safe for climbing. No flip-flops please.

Facebook - We are also developing our use of Facebook further to share information with you and with a wider audience, so please check for updates and feel free to add a comment or review. Each nursery has a page. Please do not use Facebook as a forum for expressing concerns, there is a complaint policy in place for this purpose. The messenger facility should not be used as e mail is the best communication with the office. Follow us on twitter at [@pathwaysnursery](https://twitter.com/pathwaysnursery)

2 Huddesford Drive, Balsall Common, Coventry, CV7 7RR
Tel: 01926484030 (office), Website: www.pathwaysnursery.co.uk, www.thecourtyardnurseryschool.co.uk
Email: office@pathwaysnursery.co.uk

Directors: Caroline A Jones PhD, Beth Casey Registered in England No. 4935284

Day nurseries at: Balsall Common, Warwick, Chelmsley Wood, Eastcote



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Invoices - A gentle reminder, that invoices must be paid promptly, in advance of attendance. Until now, we have not been rigid about charging the 10% late payment fee. However, this will be enforced from now on as a number of parents, are paying very late, or in some cases have not paid at all, and this is causing us to pay 12% interest on or overdraft, especially when wages are due out. If you are in arrears, this 10% will automatically be added to all invoices from April. We need everyone to be up to date. We recently had a bad debtor leave and are having to take court action, so we are having to be much stricter on this. If you are having a service, then, like any other service, you need to pay the bill. Places will now be suspended unless accounts are up to date.

Staffing changes - There have been a few changes in staff. Charlotte from Warwick, started a new job and moved out of the area and we wish her all the best. Allyson has moved from Warwick to Holly Lane (moved house). Some excellent new staff are being recruited in line with our robust procedures, and staff lists are on the nursery boards. Bryony is now 'floating' and supporting all branches, mainly Woodland Trails and Warwick. Sonya has transferred to Woodland Trails, as she has a number of years' experience and a degree, she is best deployed in a larger branch. Stacy has been promoted to branch manager and is still at Balsall, working closely with Sarah at Holly Lane. Kay Bell has stepped back into the deputy position. Various staff are coming back and going on maternity. Lauren is returning to cover Becky's maternity leave at the Courtyard. All staff are well trained and inducted, in our policies and procedures, with handovers of key children. All staff are mentored and supervised, so these changes should have little or no impact on quality. Overall, our staff turnover is low compared to many settings.

Introduce a friend voucher - We ask for your support in telling friends about Pathways and ensuring they book spaces well in advance. We do have a few vacancies for April and are now booking for children who wish to start between now and December 2018. If you require extra sessions as your child gets older please book now. You will shortly receive an introduce a friend voucher which is worth £50.00 in fees.

Quality - We continue to evaluate and improve practice. Our improvement plan for the summer term will be on the notice board. This term we have offered staff extra training on behaviour management, and the Early Years Foundation Stage. Listening to parents is part of this process so please speak to us if you have any suggestions for improvement. Our focus for the next few months is outdoor learning, and technology.

Safeguarding Contact details - Please notify the office if your phone number has changed in case of emergency we must have current contact details.

Please ensure staff are aware if anyone other than an authorised collector is collecting your child. Staff will **not release your child unless you have given permission**. In the case of last minute changes, you must phone and advise the nursery **before** the child is due to leave.



Happy Chinese New Year and thank you for your continued to support us in our efforts.

Caroline A Jones and staff

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