

## Mortimer Hall Pre-school Staff Report - AGM - 9.11.18

### Numbers of children / staff

This has been a very strange year. We were very full up until July 2018 and were able to afford a high level of staffing.

Since September 2018 we have been affected by really low numbers - this is due to a combination of a low birth rate, because of this school has taken children younger, New Marston are now taking 2 year olds and because of our "requires improvement" Ofsted inspection in February 2018 we have not been able to take any more funded 2 year olds. As a result of all these factors we have been forced to cut hours for every member of staff and will not be giving any pay rises this year. We are still staffing at just above the statutory required adult:child ratio.

Caroline was also off for several weeks following a hip replacement operation and will shortly be off again for the other one to be done.

As most of you should know we had an Ofsted inspection last week (30.10.18) and are really pleased to have been rated back to "Good". As a result of this we will be able to take funded 2 year olds again which we hope will help with numbers. We are checking when this funding will start as we are not sure whether it is immediate or if we will have to wait until January 2019.

### Ofsted

In February 2018 we were inspected by Ofsted and although we were judged good in the Personal, Social and Emotional Development we were given "requires improvement" in other areas which gave us an overall outcome of "requires improvement". Hopefully you are all aware that we were re-inspected last week (30.10.18) after just 8 months and were extremely pleased to be rated as "good" in all areas. All of the staff have worked really hard to ensure this outcome and we feel sure the children have benefitted from the changes we have made. As previously mentioned this means we will be able to take funded 2 year olds again.

### Staff Training

All staff are making sure that statutory training is up to date (Safeguarding, Paediatric First Aid, Food Hygiene). We are all registered on the DBS update system so that it is updated annually.

In addition to this all staff have completed numerous on-line training courses and most people have also attended face to face training. In September Colene

and Holly started a level 3 childcare course through the Pre-school Learning Alliance -this will take 12 - 15 months and we will continue to support / mentor them during this time. At our regular staff meeting's we give feedback about any training undertaken and discuss what would benefit the pre-school children to enable us to plan for future training. To ensure that we meet the requirement to have a member of staff with lead safeguarding qualifications at every session (to cover when Caroline / Janet are off) Pauline and Emma have both attended the necessary training.

### **Record Keeping - Tapestry**

Since September 2018 we have been using Tapestry for recording our observations of the children. At the moment we are still coming to grips with it but already feel that it will have a positive effect and should make it easier for us to see "where a child is" so that we can plan "next steps" to ensure that our planned curriculum allows individual children make the best possible developmental progress. We have been very lucky to have support from Catherine Wheel Pre-school and staff from St. Nicholas Foundation Stage.

### **Jackie**

After 18 years of working at pre-school Jackie left the week before half term. This was partly due to hours being cut and partly that she had a feeling that it was time to move on. We will miss her and wish her all the best in whatever she decides to do.

### **The Future**

This year will be difficult financially and we will have to use some of our savings to continue running but thankfully we can use some of our contingency fund and hopefully numbers will increase which will help our funds.

We are really lucky to have such a committed and well qualified group of staff and with support from them all, although we will end the financial year with less money with some well supported fund raising events we should be able to keep finances as good as possible We do hope some parents will join the committee and become involved with pre-school - it really benefits your children.