



Senior management maternity news

We are very pleased that our senior manager, Stacey Kenyon, has returned to nursery following her maternity leave for her twins. It's great to have her back although she has been in touch throughout her mat leave and it feels like she never left! Her babies have joined us at Whitefield as well.

Next it is the turn of one of our deputy senior managers, Stacey Chester, who will be going off on maternity leave during the summer months to await the arrival of her second daughter – we'll miss Stacey C but can't wait to meet the new arrival.

We are used to planning for maternity covers as our amazing team is predominantly made up by young women who all love children! We are helped by the fact that each nursery has two supernumerary managers and the bigger nurseries also have an additional Trainee Deputy Manager who will help provide support during this time.

We always try our best to provide consistent staffing at all levels but sometimes it is necessary to move team members between nurseries. Where change is unavoidable, we aim to make the transition as smooth as possible. We are very lucky that many members of our team (including our managers) have worked for Mulberry Bush for many years and have often worked together at some point in their careers. The result is a team that works together to support and help each other out rather than five different, competing teams.

The consistency of standards and paperwork also makes it easier for our management teams to cover at each others' nurseries. We almost always promote our managers from within and periods of maternity cover give the perfect opportunity for our Senior Heads of Units to make the next step up their career ladder.

New management teams

Gemma Drewitt is managing our **Walshaw** nursery whilst Amy Kay is on maternity leave. Our existing deputy manager Jane will be leaving us at the end of June to take a new step in her career in children's residential care – we will miss her and wish her well. Our new trainee deputy manager starts at Walshaw at the end of May – Debbie Bristo is an extremely experienced early years practitioner who has particular experience in SEND.

Sarah Lake has stepped up to become acting nursery manager at our **Whitefield** nursery in Gemma's absence at Walshaw, and we are pleased to have welcomed back Sarah Johnson to Whitefield to work alongside Sarah L. Ciara Melly is settling into Whitefield where she will provide additional support as our trainee deputy manager

Our **Dumers Lane** nursery will continue to be managed by Melissa Platt and Shouna Krupnyckyj, assisted by their deputy manager Laura Grimes. We are also pleased to welcome Kelly Battersby back to Mulberry Bush as their new trainee deputy manager.

The **Tottington** nursery management team remains consistent with Stacie Cotter as manager and Sam Pickup as deputy manager.

At **Walmersley**, Sarah Mather will return to manage the nursery after finishing her maternity leave following the birth of her second child. Lucy Catherall will work alongside Sarah and Gemma Lawrence is their trainee deputy manager. Sadly Elayne is leaving in June to take up a new role as a community nursery nurse, we will miss her and wish her lots of luck in this new step in her career.

Please find some time to pop into the nursery offices and have a chat with our new management teams if you haven't already had time to speak to them, they all know each other well already and they are keen to make sure that they get to know all of our families as soon as possible!

Transition to school

The transition from nursery to primary school can be rather daunting for parents as well as the children and we aim to make this move as smooth as possible. For the last couple of months, the home corner areas of our pre-school units have been turned into classrooms with a variety of different uniforms for the children to try on and lunch boxes etc. We have also been discussing schools at group time to familiarise children as much as we can.

The reception teachers of the local primary schools will be visiting our nurseries to meet the children in familiar surroundings. Our Pre-school team have previously also visited the local schools and, with permission, taken photographs of the teacher, classroom, dinner hall and playground and made a booklet which helps the children visualise what their new surroundings will be like.

Most primary schools also offer the opportunity for children to go into the school with parents for a guided tour or reading session. If you have any concerns about your child moving on to school and feel that we might be able to help, please let us know. Each pre-school unit has a list displayed so you can see which children will be moving on to which primary school to help you and your child know who they will already know at big school.



Leavers' parties

Many of our pre-school children have been with us from being young babies. Time seems to go so fast and it's hard to believe they'll be off to school in September. We are sure that they will all settle into their new schools very quickly and continue to enjoy their learning experiences. We hope they all will enjoy their leavers' parties at nursery and we will do our best to make their last few weeks with us as memorable as possible! Please speak to the Pre-school team to ask the date of your child's party.

Leaving dates

Please let us know about the date on which your child will be leaving nursery this summer. This will allow us to calculate your final payment for nursery fees, taking into account your original two week deposit. Prior notice of leaving dates also allows us to keep those on the waiting list informed of a possible start date. We require four weeks' notice of children's change in attendance, including notice to end their place at nursery. Please complete a Change of Attendance form which you can get from the nursery or can print from our website (Parent Area / Useful Forms).

Photographer

Hopefully you have all enjoyed seeing the lovely photos on our social media pages taken by our new photographer. He is visiting each nursery each month and is trying to vary the days to ensure that he has opportunity to take photos of as many of our gorgeous children as possible.



You'll appreciate that opinions vary about whether parents want to see photos of their children on our social media pages, and we take care to honour all of those wishes. It's a mammoth job to ensure that we take photos of all children so please so bear with us if your child sometimes does not appear. If you would ever like specific photos or video snippets of your child in nursery please have a chat with our teams.

Recruitment strategy

You will have seen that we are currently recruiting for more fantastic members of Team MB. We currently incentivise our team to introduce potential candidates if that person goes on to join us. Given the nationwide difficulties in recruitment in the childcare sector, we have been thinking about new ideas for finding and attracting the best people. You'll be aware of the benefits review we have recently undertaken for our team as one example.

Our sector is experiencing a recruitment crisis country wide, and so we are not alone, but as our nurseries are so busy, particularly at this time of year, we have particularly felt the impact. As you may know, we have never used agency staff in our nurseries and we wouldn't want to start doing so at this stage. We want to recruit our own team members, carry out our own checks (including DBS checks) and insist upon our own high standards.

We would also be grateful for your help, and wanted to incentivise you too! If one of our parents recommends a childcare qualified (Level 2 or Level 3) candidate to us for a role in nursery, and that person goes on to join us, once they have completed 3 months with us, the parent will be entitled

to a credit of £200 on their account. As you may have seen from our Facebook and Instagram pages, we are also offering a 'Welcome Bonus' of £300 to qualified candidates who join us, so feel free to mention this to anyone you know who is interested. We would love to hear from you with your recommendations! Please contact Sharon on sharon.rumens@mulberrybush-nursery.co.uk or call her on 0161 761 0169.

We have been into Bury College to meet with their Level 3 childcare students which has been great, we have some of them joining us once they have finished their course in June.

You will have seen that we have recently advertised for temporary positions. This is the first time we've ever advertised temporary roles, but we are trying to 'think outside the box' and make sure that we have tried everything. The demand for team members will ease at the start of the school summer holidays, for a variety of reasons, as our school leavers move on and our SEND funding comes to an end for this academic year, and so we did have a need for some additional temporary team members for this interim period. Please note that recruitment incentives do not apply to the recruitment of temporary team members.

Any questions please let us know – ask for one of our Senior Managers to give you a call to discuss.

BLUE & YELLOW Charity Week

We have held an annual charity event every year since 1990, raising over £140,000 for more than 50 charities! This year we are supporting three causes which mean a lot to us at Mulberry Bush, Save the Children, The Good Life Orphanage, and the Grace Kelly Childhood Cancer Trust – Sophie's Wish.

The **GOOD LIFE ORPHANAGE** was set up in 2008 by Mary and Kevin Maguire as a non-profit organisation with every single penny raised going directly to the project. They built an orphanage which now cares for over 100 children and we have been supporting the GLO since 2008 and each of our nurseries sponsors a child in the orphanage.

SAVE THE CHILDREN have helped 45 million children across the world get medicine, good food and education. They are currently working to support the thousands of children affected and displaced by the crisis in Ukraine.

The **GRACE KELLY CHILDHOOD CANCER TRUST – SOPHIE'S WISH** was suggested by Emma Taylor, a parent at our Walmersley nursery. Emma's Goddaughter, Sophie Francis, very sadly passed away at just 7 months old following a short battle with an aggressive form of liver cancer. Following Sophie's death, her parents set up a charity called Sophie's Wish under the Grace Kelly Cancer Trust umbrella. More information about Sophie's Wish can be found at www.gkcct.org/sophies-wish.

For your child to take part in charity week please dress them in **BLUE & YELLOW** and please ask your family and friends to donate towards these amazing causes. You can use the QR code below, visit www.justgiving.com/crowdfunding/mulberrybushnurserygroupcharityweek2022 or pick up a sponsor form from nursery. The week is always extra special for the children with lots of great activities organised.



Maintenance team

We employ two full time maintenance team members who are able to react to any problem, quickly and efficiently. They complete a range of routines repairs as well as a number of bigger projects and renovations. They are both DBS checked and are used to working in a childcare environment and understand the importance of safety first. Our maintenance supervisor, Phil McCarthy and his assistant, Neil Gaunt are pictured below as they renew the vegetable patch at our Whitefield nursery.



We continue to invest in our nursery buildings and outdoor areas to provide the best possible environments for our children and team. This year we have completed a major task by replacing the slate roof of our Tottington nursery which was last done before the nursery opened in 1990. Thank you for your patience, putting up with the inconvenience of scaffolding for several weeks. We took the safety aspect of this job very seriously and were pleased that such a significant renovation was completed without any incident and without too much disruption to the children's routine.

The roof of the Toddler unit in our Whitefield nursery is the next big project scheduled for our maintenance team. Again, the safety of our children and team will be our priority.

Vacancies

Despite lots of our pre-school children leaving to start school in September the nurseries only have **very** limited vacancies for September and beyond due to children on the waiting lists. If you would like a place for your child's younger sibling or want to increase your child's days of attendance please ask a member of the management team for an enrolment form as soon as possible and ask them what the exact availability is like in your nursery so that you can plan.

Team training

We were so pleased to welcome our five Kindergarten teams to our Walshaw nursery for our age group specific training in April. It was a brilliant evening, thank goodness we can enjoy 'in person' training again with a focus on attachment and the role of the keyperson, treasury baskets, heuristic play and schemas!



Our Toddler meeting took place in May and again was a huge success. All of our Toddler team members attended the 'in person' training and it was wonderful to be able to spend that time talking about their role and the needs of the toddler age group specifically.

The Pre-school specific evening takes place later in May.

Our teams go away from the meetings with some gorgeous new resources but more importantly inspired with ideas and knowledge. Thank you so much to our Senior manager, Stacey Kenyon, for preparing and delivering the training, assisted by her deputies, Stacey Chester and Gemma Watson.

Parent training

We are also pleased to be able to offer 'in person' parent training again. See details below and let us know asap if you would like to join us.



MULBERRY BUSH NURSERY GROUP
PARENT TRAINING SESSION

Supporting Children's Emotional Wellbeing and Behaviour

Tuesday 14th June 2022
6pm – 8.30pm at our Dumers Lane Nursery

Come and hear about our Supporting Children's Emotional Wellbeing and Behaviour Policy.

You'll hear about our evidence based approach, informed by neuroscience & our understanding of the way children's brains develop.

You'll better understand how we interact with your children at nursery, particularly when they are upset or distressed.

You'll also pick up some helpful tips and techniques to help you in dealing with more challenging situations outside of nursery.

Delivered by our external parenting specialist.

Only 20 spaces available at £20 per person. Book early (message us or pop into your nursery's office) (to avoid disappointment!)

Contact details

Dumers Lane Nursery	0161 672 3338	Emergency contact no: 07517 153 955 (should landline be out of action) dumers@mulberrybush-nursery.co.uk
Tottington Nursery	01204 88 5656	Emergency contact no: 07542 137 531 (should landline be out of action) tottington@mulberrybush-nursery.co.uk
Walshaw Nursery	0161 797 3788	Emergency contact no: 07542 117 942 (should landline be out of action) walshaw@mulberrybush-nursery.co.uk
Whitefield Nursery	0161 766 5742	Emergency contact no: 07512 793 751 (should landline be out of action) whitefield@mulberrybush-nursery.co.uk
Walmersley Nursery	0161 761 0150	Emergency contact no: 07512 788 201 (should landline be out of action) walmersley@mulberrybush-nursery.co.uk
Senior Manager	07807 216 415	Stacey Kenyon stacey.kenyon@mulberrybush-nursery.co.uk
Deputy Senior Manager	07799 369 947	Stacey Chester Stacey.chester@mulberrybush-nursery.co.uk
Deputy Senior Manager	07570 789 031	Gemma Watson Gemma.watson@mulberrybush-nursery.co.uk
Directors	0161 761 0169	Jo - 07872 464 283 jo.kinloch@mulberrybush-nursery.co.uk Paul - 07919 921 673 paul.robinson@mulberrybush-nursery.co.uk Andy - 07723 054 414 andy.robinson@mulberrybush-nursery.co.uk