

# Caldecote Day Nursery - Improvement Plan 2019 - 2020



Area	Priority	Success Criteria	Actions	Time	People
Safeguarding	To develop staff confidence when completing Green forms and to ensure that the correct / accurate information is included through use of a predetermined strategy of gathering information.	Staff will feel confident when completing forms and have an agreed dialogue / script when speaking with children if they make disclosures or talk about something that is deemed a cause for concern.	To continue to include Safeguarding updates in each staff meeting and have focused staff meeting time to look at completing Green Forms and discussing what to do when a disclosure is made.	Oct 2019	LW & PS
	To signpost parents to Early Help and support families who may need to begin the process.	Families will be more aware of where they can seek help, if needed, and any families that need additional support will be assisted through the Early Help process.	To highlight the support available through Early Help and to guide families, where needed, through the process.	Sep 2019 onwards	LW
Quality of Education	To begin to embed The Curiosity Approach throughout nursery, focusing on the use of wooden, natural and reclaimed items.	Nursery will begin to incorporate the ethos of The Curiosity Approach, developing areas within the nursery, transforming the environment and introducing new resources.	To introduce The Curiosity Approach to all staff in a meeting - Aug 2019.	Aug 2019 onwards	PS & All Staff
	To follow children's interests when planning, using open ended resources and loose parts, in line with The Curiosity Approach, to create awe and wonder.	Children will be deeply engaged in play, sustaining high levels of concentration; they will communicate effectively; children will be given the knowledge and cultural capital needed to succeed in life.  Successful accreditation in Summer 2020.	To begin to transform nursery, following the accreditation process, developing areas.  To ensure that high quality interactions take place between children and practitioners.  To have consistently well-resourced continuous provision throughout the nursery.		
Behaviour & Attitudes	To review our Promoting Positive Behaviour Policy and implement any new ideas to improve current practice.	Staff will confidently and consistently use behaviour policies and practices to support children with their behaviour.	To appoint KD as Behaviour Management Leader.	Sep 2019 to Jan 2020	KD & PS
	To develop our understanding of self-regulation & self-control as part of our Promoting Positive Behaviour policy.	Children will be highly motivated, keen to join in and have a positive attitude to learning, even when faced with challenges.  Staff will be confident in knowing ways to support children with self-regulation and self-control to ensure learning is maximised when at nursery.	To attend training in the Autumn Term to support changes to Behaviour Management policies in nursery.		
Personal Development	To develop and promote Cultural Diversity throughout the nursery using multicultural stories and artefacts so children have a greater understanding of the fundamental British Values.	Children will have experiences that promote an understanding of people, families and communities beyond their own.  Children will begin to understand about equality and diversity. They will be able to reflect on their differences and what makes them unique.	To incorporate a wider range of stories and resources which promote Cultural Diversity.  To continue to focus on the fundamental British Values to celebrate diversity and promote respect.	Sep 2019 onwards	PS
Leadership & Management	To appoint a Mental Health Champion who can support staff and signpost where work issues arise.	Staff will have a designated Mental Health Champion who is trained to support staff through challenging times related to work.  Staff will report high levels of support for well-being issues.	To appoint AW as Mental Health Champion.  To attend training in the Autumn Term and to introduce to staff.	Oct 2019 onwards	AW & PS
	To increase Senior Leadership Time for leaders within nursery so they can effectively manage their workload and therefore raise standards.	Staff will have increased non-contact time to be able to focus on their areas of leadership, raising standards and ensuring that high quality, inclusive care and education is available for all.	To meet weekly to discuss issues arising.  To provide SLT with additional non-contact time (45 minutes per week) for leadership tasks.	Sep 2019 onwards	PS & SLT
Buildings & Premises	To continue with the redevelopment of areas within nursery.	All areas of the building will be modernised and redecorated. This includes redecoration of Club Caldecote, relocation of the Staff Room, refurbishment of the toilets on two floors and new fencing to the garden.	To continue working with Ashlawn Builders to redevelop areas within nursery and the garden.	Sep 2019 onwards	PS & MD
Business Development	To continue to promote additional services, such as Club Caldecote, offering high quality and engaging childcare.	Families from Northlands and within the community will be able to access cost effective childcare before and after school and during the holidays.	To appoint a leader to help with continuity and liaison with Northlands staff.	Sep 2019 onwards	PS & MD