



Another busy month for the KingsWellies Gang...

### Creative Station and Construction Corner

We hope that you like our new Creative Station and Construction Corner. The children have been having lots of fun building and designing. Look out for our outdoor percussion area (you will probably hear it before you see it) and our Mud Pie Café! We want the children to continue to have lots of fun outside even as the weather gets chillier. Please ensure that your child has appropriate outdoor clothing – gloves, hat, scarf, coat and wellies (waterproof if possible). All-in-one suits are also excellent to keep the children dry, clean and cosy.



### Aberdeen Football Club and Angus the Bull

The Wellie Tots and Wellie Beans really enjoyed their sessions with the AFC coaches and learnt lots of new ball skills. We made very good use of the Prime Four multi-purpose court and a few goals were scored! Angus the Bull was a real hit with all of the children (and staff) and led the Wellie Babies over to the court to spectate and cheer on our budding footballers. Many thanks to AFC for their encouragement and motivation! It really was great fun!



## Visit to Discovery House at Nexen

Our Wellie Beans thoroughly enjoyed their visit to Nexen. They all had to view the safety video and then were given their very own Nexen security badges in order to enter the building. They saw a huge lego oil rig model, model ships and platforms, a balloon pirate, heard about the work that Nexen does and toured the building. They also saw themselves being filmed on the **biggest** screen in Europe and enjoyed a very tasty snack in the plush restaurant. Nexen teddy bears and huge goodie bags came back up to nursery with us and an amazing morning was had by all. **Huge thanks go to Norman and Adele for organising and for being such attentive and generous hosts!** Do you like our Golden Eagle platform & Container Ship that we made as a surprise for Norman and Adele when they came up to visit us at nursery last week?



## Cash for Kids – Big Bake Day

Many thanks to everyone for donating to our Big Bake Day this week. The children all worked very hard to make some tasty goodies to sell for this very worthwhile cause and we managed to raise **£147.32**. Many thanks for helping us to make a difference to local children.

## Aberdeen City Council – Pre-School Funding for Session 2015/16

We still have not received this funding from the Council. Once received, I will notify you immediately and will then deduct it in equal payments from your monthly invoices. It is coming – apologies for any inconvenience caused!



## Jo Jingles, Line Dancing & Song Writing

Our Wellie Babies and Wellie Tots have really been enjoying their music, dance and drama sessions with Leanne from Jo Jingles. Remember that parents are more than welcome to come along and join in the fun. Just check with your Room Supervisor whether the session is on the Wednesday or Thursday of that week. The more the merrier!

Pamela, one of our Practitioners, has very kindly volunteered to teach the children some line dancing over the next few weeks! They will learn the line dancing steps to catchy pop tunes! I can't wait to see them! Thanks Pamela!

Leanne, our Pre-School supervisor, has also been very busy playing guitar with the children and writing their own songs! Watch this space for our very own **KingsWellies ditty!**

## KingsWellies Nursery Branded Clothing

Many thanks to all of the children and parents who have answered our short questionnaire about your preferences around colours and garments. A variety of samples are on display in the reception area. Please take a couple of minutes to complete our consultation. Friday 25<sup>th</sup> September will be our last day for voting. I will then let you know the preferred KingsWellies colour and how to go about ordering your branded clothing.



## KingsWellies Policies of the Month

All of our policies are available for you to read. These are situated in folders throughout the nursery. We would really like your feedback on these. Many thanks to all those who have provided feedback on our Policies for August; **'Early Learning Opportunities Policy'** and **'Whistleblowing Policy.'** I have amended these as appropriate.

**This month's policies are 'Equality and Fairness Policy' and our 'Nursery Daily Routines Curricular Plan.'** These are attached to the end of this newsletter. Please take a few minutes to read these and to give us your comments. You can also find paper copies in our reception area. Many thanks.

## PE Lessons

We have recently employed a PE specialist called Birgitte Legge who will be working with the Wellie Tots and Wellie Beans on a weekly basis to develop the PE and Health and Wellbeing Experiences and Outcomes from Curriculum for Excellence. Birgitte has been working as a PE specialist in primary schools for the last 20 years and is GTC registered & PVG checked. As well as a B.Ed (hons) degree in PE, she has a Master's degree in Education, a postgraduate diploma in Psychology and has reached level 4 of the Chartered Teacher programme. She has worked in private nurseries since 2011 when she set up her own business: ABC physical education. As part of her input, she will also deliver training in PE, presenting a variety of workshops to our staff in KingsWellies. We are delighted to welcome her to the KingsWellies team. Birgitte will cover a number of skills and techniques with the children and will be with us every Thursday.

### PE lessons for Wellie Tots:

- Action songs, Nursery Rhymes and Scottish Country dance for clapping/marching/galloping
- Lots of "copy me" and "can you?" activities/challenges for gross motor skills such as travelling, jumping & landing, balancing, moving and stopping and standing still.
- Use of a variety of equipment: pom-poms, ribbons, newspapers, balls, throw down spots, beanbags, ribbons, quots
- Sensory development: focusing on texture of equipment for manipulation/handling & controlling.
- **And of course.....having fun!**

### Comments, Compliments and Concerns

Please give us your feedback, good and bad! Please don't hesitate to contact me if you have any comments, compliments or concerns. I can promise you that these will be taken very seriously and acted on immediately. We are a very reflective nursery and ONLY want to do our best. Please also remember that we have an open door policy and you are welcome to join us anytime.

### PE lessons for Wellie Beans:

- Spatial awareness: awareness of themselves in space/working in a safe space/ working with others in space.
- Mini games skills: throwing/catching, sending & receiving, bouncing/dribbling balls, application games/contexts
- Use of a variety of equipment: large balls, small balls, rugby balls, beanbags, markers; pom-poms, ribbons
- Gross motor skills: Travelling, running, stopping, balancing, changing direction, skipping, hopping
- Mini gymnastic skills: Jumping, landing, sideways rolling, shape & balancing
- Working with others: sharing equipment, space and working to complete tasks with our friends
- Dance: listening to and responding to music/instruments, following & making up simple routines, using stories as ideas for movement
- Cross curricular themes: activities focusing on colour, number, shape, letters
- **And of course..... having fun!**

# Equality and Fairness Policy

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## **Equality and Fairness Policy**

We follow Aberdeen City Council policy and procedures to ensure equality and fairness for all stakeholders at KingsWellies Nursery. We are committed to providing and maintaining equality of opportunity for all children, parents and carers within the nursery.

### **Equal Opportunities Statement of Principle**

- Discrimination on the basis of creed, colour, culture, origin, gender and ability is unacceptable in KingsWellies Nursery.
- Every person in KingsWellies Nursery will contribute towards a happy and caring environment by showing respect for and appreciation of each other as individuals. We promote the principles of fairness and justice for all, through the experiences that we provide in nursery.
- We ensure that all children have equal access to the full range of opportunities provided in the nursery playrooms.
- Children's progress is monitored to ensure all children achieve success.
- Staff training is provided to ensure that all staff understand and can successfully follow these principles.

### **Racial Equality Statements of Principle**

- We are committed to combating racial discrimination and racial harassment by challenging stereotyping and prejudice whenever it occurs.
- We are conscious of the need to put effort into the celebration of cultural diversity within our nursery community and show respect for all minority groups.
- We endeavour to make KingsWellies Nursery a welcoming place for all ethnic and national groups represented within our nursery community.
- We ensure that all recruitment, employment, promotion and training systems are fair to all. Through our KingsWellies Nursery Continued Professional Development scheme we will provide opportunities for every staff member to achieve.
- We strive to remove any forms of indirect discrimination that may form barriers to learning,(e.g. our books will reflect diverse society without negative images of some cultures)

### **Methods of Promoting Racial Equality**

- We follow Aberdeen City Council admissions policy for KingsWellies Nursery. This does not permit gender, race, colour or disability to be used as criteria for admission.
- Registration – Children's names are accurately recorded and correctly pronounced. Children are encouraged to accept and respect names from all cultures.
- We will regularly check our books, posters and other resources to ensure that they reflect a multi-racial society, positively and accurately.
- Boys and girls will have the opportunity to use, and be actively encouraged to use, all activities.
- In learning activities we use stories and poems from a variety of cultures.
- Opportunities to experience other cultures, languages and celebrations will be included in the KingsWellies Nursery curriculum.
- Children at KingsWellies Nursery will be encouraged to welcome a range of different festivals together with the stories, celebrations and special food and clothing they involve as part of the diversity of life. Medical, cultural and dietary requirements will be met.

### **Communication**

- We will strive to ensure that information, written or spoken will be clearly communicated in as many different languages as necessary.
- Care is taken to ensure that parents who have poor literacy skills receive support with newsletters and written information.

## **Additional Support Needs**

- KingsWellies Nursery recognises the wide range of additional support needs of children and families in the community and will consider what part it can play in meeting these needs. We take full account of the needs of people with disabilities when planning meetings and visits to the nursery.

## **Who is Responsible?**

All members of KingsWellies staff have a responsibility to ensure that their own practice reflects the policies and procedures of KingsWellies Nursery. In addition, all members of staff have a responsibility to identify their own training needs that may occur when working with children and families.

The KingsWellies Nursery Manager has a responsibility to ensure that all practices in the nursery adhere to this policy and also adhere to the Inclusion Policy.

The KingsWellies Nursery Manager also has a responsibility to ensure that where training needs have been identified, directly or indirectly, all members of staff have an opportunity to have these needs met.

## **How will the Policy be implemented?**

### **Staff**

Recruitment of staff will be carried out using job profiles which outline specific criteria based on professional, personal and experiential skills.

Staffing will as far as is reasonably possible, reflect the cultural diversity of the local community.

KingsWellies Nursery aims to ensure that all staff have the opportunity to attend training events to ensure that staff are able to develop the due respect and understanding required for each child's customs and culture.

KingsWellies staff will be expected to use diplomacy and tact when implementing this policy.

## **Recruitment and Training**

KingsWellies Nursery is committed to ensuring that candidates for employment and existing members of staff are not discriminated against on any grounds, including:

- Gender
- Race
- Nationality
- Colour
- Ethnicity
- Disability
- Marital status
- Sexuality
- Responsibility for dependants
- Age
- Religious belief
- Work pattern

**This commitment applies to all aspects of employment including:**

- Recruitment and selection, advertisements, job profiles, interview and selection procedures
- Training
- Promotion and development of career opportunities
- Terms and conditions of employment and access to employment related facilities and benefits
- Grievance handling and the application of disciplinary procedures
- Selection for redundancy

KingsWellies Nursery is committed to anti-discriminatory practice and it is the responsibility of the nursery management to ensure this policy is maintained. Where problems or complaints arise, the KingsWellies Nursery Manager will ensure that a full investigation takes place and that any necessary follow up action is taken. This may include initiating disciplinary action where appropriate.

**Premises**

KingsWellies Nursery is committed to ensuring that all possible steps have been made to comply with the Disability Discrimination Act 1995, with particular attention paid to:

- Signage and decoration
- Access for children, parents, staff and visitors with sensory impairments
- Access for children, parents, staff and visitors with other additional support needs

Due care and attention is also paid to ensure that the operation of KingsWellies Nursery does not incur problems for any other users of the premises

**Racism and Sexism**

KingsWellies Nursery is committed to developing awareness within the nursery of the needs of those who face discrimination and the effects of discrimination on society. Thus, racist and sexist comments are dealt with in a sensitive and tactful manner in order that positive discussion promotes understanding.

KingsWellies Nursery understands that different people will have different attitudes regarding racism and sexism and different understandings of what constitutes a racist or sexist action or comment. All members of KingsWellies staff will use their own informed judgement in deciding the manner in which any situations are dealt with. If a member of staff is unsure as to the manner in which they should deal with a situation, they should report the issue to the Nursery Manager who will advise them on the action that should be taken.

KingsWellies Nursery believes that members of staff should act as positive role models for the children, therefore if a member of staff is concerned that colleagues are behaving in an unacceptable manner regarding racism or sexism, this should be reported to the Nursery Manager immediately.

Members of staff should note that KingsWellies Nursery operates a zero tolerance policy on discriminatory behaviour. Any member of staff who behaves in a discriminatory manner may be subject to disciplinary procedures.



## **Sexual Harassment**

KingsWellies Nursery believes that all employees are entitled to be treated with dignity and respect whilst at work and when representing the nursery in any capacity outside of the nursery.

As such KingsWellies Nursery will not tolerate the sexual harassment of any one employee by another.

For the purpose of this policy, sexual harassment is defined as “unwanted conduct directed towards an employee by a fellow employee which is of a sexual nature, or which is based on the person’s gender and which is regarded as unwelcome and offensive by the recipient”. This may include but is not limited to:

- Unwanted Physical Contact
- Unwelcome sexual advances, propositions, suggestions or pressure to participate in social activity outside work (where it has been made clear this is not welcome).
- Conduct which is intimidating, physically or verbally abusive. This may include the display of explicit material, the use of sexually explicit humour and comments of a sexual nature whether directed at any particular individual or not.
- Suggestions that sexual favours may further an employee’s career or that refusal may hinder it.

KingsWellies Nursery regards sexual harassment as a form of intimidation, which has the effect of insulting and demeaning the employee against whom it is directed. It is therefore unacceptable.

All complaints will be dealt with by the Nursery Manager / Director as appropriate. They will assess the complaint and agree on the action to be taken. If the complaint relates to the Manager or Director, the member of staff is welcome to contact the Care Inspectorate who will assist them further.



# Nursery Daily Routines Plan

Through our daily routines we cover the following Experiences & Outcomes from A Curriculum for Excellence

## Throughout Nursery

I make full use of and value the opportunities I am given to improve and manage my learning and, in turn, I can help to encourage learning and confidence in others	HWB 0-011a
I value the opportunities I am given to make friends and be part of a group in a range of situations.	HWB 0-14a
I am aware of my own and others' needs and feelings especially when taking turns and sharing resources. I recognise the need to follow rules.	HWB 0-23a
I am enjoying daily opportunities to participate in different kinds of energetic play, both outdoors an indoors.	HWB 0-25a
I am aware of the need to respect personal space and boundaries and can recognise and respond appropriately to verbal and non-verbal communication.	HWB 0-45b
I enjoy exploring and playing with the patterns and sounds of language, and can use what I learn.	LIT 0-01a
I enjoy exploring and choosing stories and other texts to watch, read or listen to, and can share my likes and dislikes	LIT 0-02a
I listen or watch for useful or interesting information and I use this to make choices or learn new things.	LIT 0-04a
To help me understand stories and other texts, I ask questions and link what I am learning with what I already know.	LIT 0-07a
Within real and imaginary situations, I share experiences and feelings, ideas and information in a way that communicates my message.	LIT 0-09a
As I listen and take part in conversations and discussions, I discover new words and phrases which I use to help me express my ideas, thoughts and feelings.	LIT 0-10a
I use signs, books or other texts to find useful or interesting information and I use this to plan, make choices or learn new things.	LIT 0-14a
I am developing a sense of size and amount by observing, exploring, using and communicating with others about things in the world around me.	MNU 0-01a
I have explored numbers, understanding that they represent quantities, and I can use them to count, create sequences and describe order.	MNU 0-02a
I can use the signs and charts around me for information, helping me plan and make choices and decisions in my daily life.	MNU 0-20c
Working on my own and with others, I use my curiosity and imagination to solve design problems.	EXA 0-06
As I play and learn, I am developing my understanding of what is fair and unfair and the importance of caring for, sharing and cooperating with others.	RME 0-02a/05a/09a
I am developing respect for others and my understanding of their beliefs and values.	RME 0-07A
I can identify my senses and use them to explore the world around me.	SCN 0-12A
I make decisions and take responsibility in my everyday experiences and play, showing consideration for others.	SOC 0-17a
Within my everyday experiences and play, I make choices about where I work, how I work and who I work with.	SOC 0-18a
Throughout my learning, I share my thoughts with others to help further develop ideas and solve problems.	TCH 0-11a
Within real and imaginary settings, I am developing my practical skills as I select and work with a range of materials, tools and software.	TCH 0-12a
Through discovery, natural curiosity and imagination, I explore ways to construct models or solve problems.	TCH 0-14a
Throughout my learning, I explore and discover different ways of representing my ideas in imaginative ways.	TCH 0-15a

## Trips and Visits

Representing my class, school and/or wider community encourages my self-worth and confidence and allows me to contribute to and participate in society	HWB 0-12a
I know and can demonstrate how to travel safely.	HWB 0-18a
I can describe some of the kinds of work that people do and I am finding out about the wider world of work.	HWB 0-20a
I am learning what I can do to look after my body and who can help me.	HWB 0-48a
In movement, games, and using technology I can use simple directions and describe positions.	MTH 0-17a
<b>Technologies and Computing</b>	
I enjoy playing with and exploring technologies to discover what they can do and how they can help us.	TCH 0-01a
I explore software and use what I learn to solve problems and present my ideas, thoughts, or information.	TCH0-03a
I enjoy exploring and using technologies to communicate with others within and beyond my place of learning.	TCH 0-04a
I enjoy taking photographs or recording sound and images to represent my experiences and the world around me.	TCH 0-04b
I am developing problem solving strategies, navigation and co-ordination skills, as I play and learn with electronic games, remote control or programmable toys.	TCH 0-09a
In movement, games, and using technology I can use simple directions and describe positions.	MTH 0-17a
I have experienced, used and described a wide range of toys and common appliances. I can say 'what makes it go' and say what they do when they work.	SCN 0-04a
<b>Snack</b>	
I am learning to assess and manage risk, to protect myself and others, and to reduce the potential for harm when possible.	HWB 0-16a
I enjoy eating a diversity of foods in a range of social situations.	HWB 0-29a
Together we enjoy handling, tasting, taking and learning about different foods, discovering ways in which eating and drinking may help us to grow and keep healthy.	HWB 0-30a
I know that people need different kinds of food to keep them healthy.	HWB 0-32a
I am becoming aware of how cleanliness, hygiene and safety can affect health and wellbeing and I apply this knowledge in my everyday routine such as taking care of my teeth.	HWB 0-33a
I explore and discover where foods come from as I choose, prepare and taste different foods.	HWB 0-35a
I explore and discover I can share out a group of items by making smaller groups and can split a whole object into smaller parts.	MTH 0-07a

## Circle Time

I am aware of and able to express my feelings and am developing the ability to talk about them.	HWB 0-01a
I know that we all experience a variety of thoughts and emotions that affect how we feel and behave and I am learning ways of managing them.	HWB 0-02a
I understand that my feelings and reactions can change depending upon what is happening within and around me. This helps me to understand my own behaviour and the way others behave.	HWB 0-04a
I know that friendship, caring, sharing, fairness, equality and love are important in building positive relationships. As I develop and value relationships, I care and show respect for myself and others.	HWB 0-05a
I am learning skills and strategies which will support me in challenging times, particularly in relation to change and loss.	HWB 0-07a
I understand that people can feel alone and can be misunderstood and left out by others. I am learning how to give appropriate support.	HWB 0-08a
As I explore the rights to which I and others are entitled, I am able to exercise these rights appropriately and accept the responsibilities that go with them. I show respect for the rights of others.	HWB 0-09a
I recognise that each individual has a unique blend of abilities and needs. I contribute to making my school community one which values individuals equally and is a welcoming place for all.	HWB 0-10a
I am aware of how friendships are formed and that likes, dislikes, special qualities and needs can influence relationships.	HWB 0-44a
I understand positive things about friendships and relationships but when something worries or upsets me I know who I should talk to.	HWB 0-44b
I recognise that we have similarities and differences but are all unique.	HWB 0-47a
<b>Gardening</b>	
I explore and discover where foods come from as I choose, prepare and taste different foods.	HWB 0-35a
I am learning about where living things come from and about how they grow, develop and are nurtured.	HWB 0-50a
I have observed living things in the environment over time and am becoming aware of how they depend on each other.	SCN 0-01a
I have helped to grow plants and can name their basic parts. I can talk about how they grow and what I need to do to look after them.	SCN 0-03a
I can talk about science stories to develop my understanding of science and the world around me.	SCN 0-20a
I explore and appreciate the wonder of nature within different environments and have played a part in caring for the environment.	SCN 0-08a

## Environment

Within and beyond my place of learning, I can reduce, re-use and recycle resources I use, to help care for the environment.	TCH 0-02a
I explore and appreciate the wonder of nature within different environments and have played a part in caring for the environment.	SOC 0-08a
<b>Seasons</b>	
I am aware of how routines and events in my world link with times and seasons, and have explored ways to record and display these using clocks, calendars and other methods.	MINU 0-10a
I have experienced the wonder of looking at the vastness of the sky, and can recognise the sun, moon and stars and link them to daily patterns of life.	SCN 0-06a
While learning outdoors in differing weathers, I have described and recorded the weather, its effects and how it makes me feel and can relate my recordings to the seasons.	SOC 0-12a
<b>Physical Play</b>	
I am learning to move my body well, exploring how to manage and control it and finding out how to use and share space.	HWB 0-21a
I am developing my movement skills through practice and energetic play.	HWB 0-22a
By exploring and observing movement, I can describe what I have learned about it.	HWB 0-24a
I know that being active is a healthy way to be.	HWB 0-27a
I can describe how I feel after taking part in energetic activities and I am becoming aware of some of the changes that take place in my body.	HWB 0-28a
In movement, games, and using technology I can use simple directions and describe positions.	MTH 0-17a
<b>Storytelling</b>	
I explore sounds, letters and words, discovering how they work together, and I can use what I learn to help me as I read or write.	LIT 0-21a
I have experienced the energy and excitement of presenting / performing for audiences and being part of an audience for other people's presentations / performance	EXA 0-01a
I have the freedom to choose and explore how I can use my voice, movement, and expression in role play and drama.	EXA 0-12a
I can respond to the experience of drama by discussing my thoughts and feelings. I can give and accept constructive comment on my own and others' work.	EXA 0-15a

## Music & Movement

I have the opportunity and freedom to choose and explore ways that I can move rhythmically, expressively and playfully.	EXA 0-08a
Inspired by a range of stimuli, I can express my ideas, thoughts and feelings through creative work in dance.	EXA 0-09a
I have opportunities to enjoy taking part in dance experiences.	EXA 0-10a
I can respond to the experience of dance by discussing my thoughts and feelings. I can give and accept constructive comment on my own and others' work.	EXA 0-11A
I enjoy singing and playing along to music of different styles and cultures.	EXA 0-16a
I have the freedom to use my voice, musical instruments and music technology to discover and enjoy playing with sound and rhythm.	EXA 0-17a
Inspired by a range of stimuli, and working on my own and / or with others, I can express and communicate my ideas, thoughts and feelings through musical activities.	EXA 0-18a
I can respond to music by describing my thoughts and feelings about my own and others' work.	EXA 0-19a
I am learning to move my body well, exploring how to manage and control it and finding out how to use and share space.	HWB 0-21a
Through play, I have explored a variety of ways of making sounds.	SCN 0-11a
<b>Risk Management</b>	
I am learning to assess and manage risk, to protect myself and others, and to reduce the potential for harm when possible.	HWB 0-16a
I know and can demonstrate how to keep myself and others safe and how to respond in a range of emergency situations.	HWB 0-17a
I know and can demonstrate how to travel safely.	HWB 0-18a
I can show ways of getting help in unsafe situations and emergencies.	HWB 0-42a
I know how to stay safe when using electricity. I have helped to make a display to show the importance of electricity in our daily lives.	SCN 0-09a
<b>Tooth Brushing</b>	
I am becoming aware of how cleanliness, hygiene and safety can affect health and wellbeing and I apply this knowledge in my everyday routines such as taking care of my teeth.	HWB 0-33a
I am developing my understanding of the human body and can use this knowledge to maintain and improve my wellbeing and health.	HWB 0-15a

