



IMPROVEMENT PLAN: 2021- 2022



Our vision

Positive, caring relationships based on trust and respect are at the heart of our philosophy.

We have a clear vision of what we want to achieve at Heads of Ayr Nursery:

To provide a safe, happy, caring, nurturing and stimulating environment for your child

To enable all children to develop their capabilities as successful learners, confident individuals, responsible citizens and effective contributors to society.

To help all children thrive and grow, enabling them to reach their full potential.

To provide a natural environment where children can actively explore outdoors, developing new skills and experience nature first-hand.

Our Values

At Heads of Ayr Nursery we have created six important values which we promote within our centre:

Happiness and wellbeing – showing kindness to one another.

Engagement – being involved, responsive, interested and interesting.

Respect – promoting a culture of tolerance, inclusion, diversity, equality, fairness and opportunity.

Compassion – being genuine, open, honest and sincere.

Achievement – high quality expectations and ambition supporting children to succeed.

Commitment and Excellence – developing skills for lifelong learning improving outcomes for children and families.

Our Aims

At Heads of Ayr Nursery we believe that every day there is more to learn and that the opportunity to do so is all around us. As well as being a place of learning, we pride ourselves on ensuring that all children are coming in to a loving, caring environment where they are valued and listened to. We also involve children and parents in continually improving our service.

We aim:

To provide a safe, happy, caring and nurturing homely environment where children feel secure, valued, supported and respected.

To create a nursery which feels like home and to provide an extended family environment which children can rely on for support.

To foster high quality leadership and learning at all levels.

To provide an inspiring learning environment with high quality experiences where children can explore and investigate, encouraging them to succeed.

To work in partnership with other agencies and our communities to promote and improve outcomes for children.

To work in partnership with parents to improve learning and close the attainment gap.

To promote a culture of ambition, recognising and celebrating success and achievements.

To equip our children with skills for lifelong learning, enabling them to reach their full potential, following their dreams and aspirations.

To encourage a healthy and fulfilling relationship between future generations and our environment, the outdoors and animals.

To provide unique opportunities for children to engage with various animals.

To provide a service that is eco conscience with minimal impact on our environment, teaching future generations of its importance.

South Ayrshire Council Plan

Effective leadership that supports fairness
Reduce poverty and disadvantage
Health and care systems that meet peoples needs
Make the most of the local economy
Increase the profile and reputation of South Ayrshire Council and
Enhanced environment through social, cultural and economic activities

Children's Services Plan

Ensure South Ayrshire's children get the best start in life, it is the best place to grow up, and all children and young people are successful learners, confident individuals, responsible citizens and effective contributors.
Reduce the gap in outcomes between the most deprived and least deprived children and young people in South Ayrshire.
Ensure children and young people who are looked after or are care leavers are cared for and supported to improve their life experiences and life chances.
Ensure children and young people are supported to achieve and maintain good emotional and physical health and wellbeing.
Work to ensure we are delivering on the provisions of The United Nations Conventions of the Rights of The Child (UNCRC) as incorporated into Scots Law.

National Improvement Framework

Improvement in attainment, particularly in literacy and numeracy
Closing the attainment gap between the most and least disadvantaged children
Improvement in children and young people's health and wellbeing
Improvement in employability skills and sustained positive school leaver destinations for all young people

Priority 1: HGIOELC 2.3 & 3.1 Improve children's health and wellbeing
Links to NIF: Improvement in children and young people's health and wellbeing

What Outcomes Do We Want To Achieve?	How Will We Achieve This? (Intervention Strategies)	Lead Person	Start and Finish Dates	How Will We Measure Impact On Children and Young People? (Include Where Possible Current Measure and Target)
<p>Improve children and young people's health and well-being.</p>	<ul style="list-style-type: none"> • Introduce flexible trial visits to support children in their transition back to nursery. Nurturing attachments, focusing on warmth, empathy and attuned interactions to promote positive relationships. • Introduce weekly yoga classes outdoors. To improve children's mental and physical health and well-being. 	<p>All staff</p> <p>Yoga teacher</p>	<p>May 2021-onwards</p> <p>June 2021-onwards</p>	<p>Sensitive transition process tailored to children's individual needs. Children having formed secure attachments, positively impacting on their wellbeing.</p> <p>Children making progress and achieving their H&WB developmental milestones.</p>

	<ul style="list-style-type: none"> • Continue to develop and promote daily opportunities for all children to develop self-calming methods, relaxation and yoga techniques. 	Practitioners	May 2021- June 2022	Positive impact on children's flexibility, concentration, confidence and overall wellbeing.
	<ul style="list-style-type: none"> • Enhance and build on our sensory experiences outdoors. Introducing and growing various herbs to heighten senses and provide opportunities for children to add them to their food. 	All staff	May 2021 – June 2022	Increase in children's knowledge and environmental awareness.
	<ul style="list-style-type: none"> • Introduce monthly Big Pedal initiative to raise awareness of healthy active lifestyles and 	Management	June 2021 – June 2022	Measure impact of initiative by % of children participating.

	<p>encourage children and families to engage in exercise.</p> <ul style="list-style-type: none">• To create staff wellbeing days to enhance staff mental health and wellbeing.• Support staff through engaging in the wellbeing toolkit training. (Kate Moxley) Prioritising improving wellbeing, health and happiness for all staff.	<p>Management</p> <p>Management</p>	<p>June 2021- June 22</p> <p>June 2021- June 2022</p>	<p>Measure impact of staff wellbeing via questionnaire and feedback. Improving the quality of our provision and the health and wellbeing of staff, children and families.</p>
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Priority 2: HGIOELC 2.2, 2.3 & 3.2 Improve children’s communication and language and raise attainment in Literacy

Links to NIF: Improvement in attainment particularly in literacy

What Outcomes Do We Want To Achieve?	How Will We Achieve This? (Intervention Strategies)	Lead Person	Start and Finish Dates	How Will We Measure Impact On Children and Young People? (Include Where Possible Current Measure and Target)
Develop literacy provision	<ul style="list-style-type: none"> To create a whole nursery approach with the emphasis on early rhyme, story and the importance of early literacy. 	Management & all staff	June 2021- June2022	Full staff team engaging in Bookbug training to support the delivery and competence of early literacy and rhyme experiences.
	<ul style="list-style-type: none"> To provide phonological awareness training to staff to develop their understanding of the importance of early literacy strategies. 	All staff	May 2021-May 2022	Children making progress and achieving their communication and language milestones by May 2022.
	<ul style="list-style-type: none"> Develop literacy home link bags to include parents in 	Practitioners	May 2021- June 2022	Use parental feedback questionnaire to measure impact on children’s learning.

	<p>children's learning and improve literacy.</p> <ul style="list-style-type: none"> Teaching children and staff British Sign Language, introducing the signing of nursery rhymes. 	BSL teacher	May 2021-May 2022	<p>Children making progress and achieving across their communication and language developmental milestones by May 2022.</p> <p>Children incorporating basic signing and rhyming into their everyday.</p>
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Priority 3: HGIOELC 2.2, 2.3 & 3.2 To raise attainment and achievement in Mathematics and Numeracy and close the attainment gap Links to NIF: Improvement in numeracy attainment				
What Outcomes Do We Want To Achieve?	How Will We Achieve This? (Intervention Strategies)	Lead Person	Start and Finish Dates	How Will We Measure Impact On Children and Young People? (Include Where Possible Current Measure and Target)
	<ul style="list-style-type: none"> Develop our outdoor area through enhancing opportunities and numeracy experiences. 	Management & directors	May 2021 – June 2022	

Develop mathematics and numeracy provision	<ul style="list-style-type: none"> Develop home link numeracy activities to enhance parental engagement and promote maths and numeracy outcomes. 	Practitioners	June 2021 – May 2022	Children making progress and achieving their mathematical and numeracy milestones. Evidence recorded in children’s learning journal.
	<ul style="list-style-type: none"> Create a maths and numeracy audit. 	Management	May 2021- June 2022	Use parental feedback questionnaire to measure impact on learning.
	<ul style="list-style-type: none"> Develop home link numeracy activities and stay and play sessions, to enhance parental engagement and close the attainment gap. 	All staff	May 2021- June 2022	
	<ul style="list-style-type: none"> Staff Mindstretcher Investigative Maths and block play training to enhance the use of mathematical language and methodology, increasing children’s understanding of maths concepts. 	All staff	June 2021- June 2022	Evident in staff CPD, children’s use of mathematical language and within peer assessments (measured using the leuven scale).

Priority 4: HGIOELC 1.2 & 3.3 Improvement in employability through developing the young workforce

Links to NIF: Improvement in employability skills and sustained positive school leaver destinations for all young people

What Outcomes Do We Want To Achieve?	How Will We Achieve This? (Intervention Strategies)	Lead Person	Start and Finish Dates	How Will We Measure Impact On Children and Young People? (Include Where Possible Current Measure and Target)
<p>Improve children's awareness of the world of work and education</p>	<ul style="list-style-type: none"> • Visit to local places of work: Shops, Restaurants, Schools and Emergency services. (Via Zoom) • Plan enterprise activities for children: Eg, Craft and bake sale. • Identify creativity and growth mindsets training. • Arrange for a variety of local 	<p>Management</p> <p>Management & practitioners</p> <p>Practitioners</p> <p>Management</p>	<p>June 2021- June2022</p> <p>May 2021- June2022</p> <p>May 2021- June 2022</p>	<p>Children will show increased knowledge and understanding of the world of work and life skills.</p> <p>Children grasping the concept of enterprising and developing life skills whilst engaging with parents and the local community.</p> <p>Children will have an appropriate understanding of various job roles and the skills required.</p>

	<p>people/parents to visit the centre or (zoom call) engaging the children in various professional skillsets.</p> <ul style="list-style-type: none"> • To increase cooking opportunities and experiences, developing children's skills, knowledge and awareness of healthy foods. Create healthy recipe book to share with our families. 	<p>Chef and practitioners</p>	<p>June 2021- June2022</p> <p>June 2021- June2022</p>	<p>Children achieving their health and wellbeing milestones and showing an increased awareness of healthy food choices.</p>
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