**Banwell Buddies Aims and Objectives**

**Setting Aims and Goals**

Banwell Buddies primary goal is to ensure that we provide the highest quality childcare that is both accessible and affordable. Our setting will differentiate itself by a passionate attention to detail in everything we do underpinned by our quality monitoring programme. Children will be safe, loved and stimulated in an efficient, well maintained above all homely environment. We will promote a healthy understanding and respect for natural values in all aspects of the setting.

Above all, we want your children to leave our setting with the confidence and skills to help them meet the challenges that lie ahead in the school system and beyond. We passionately believe this to be a joint effort between Banwell Buddies and parents and as such we will promote the right environment for partnerships to succeed.

Ultimately, we wish to be a leading exponent of early years setting best practices and to achieve this through consideration of the needs of the child, the family, our staff, the wider community and the environment. The strategy we have adopted to achieve our mission is:

To enhance our quality of provision through **continuous evaluation and development** in:

* Our policies and procedures
* Management and staff training
* The quality of our equipment and materials
* Investing in the building and its fixtures and fittings
* To manage the balance between business needs and needs of all our stakeholders\*
* To effectively implement childcare strategies and Government legislation
* To maintain setting development plans

The **values** that we have adopted to achieve our Mission are that we will always strive to:

* Behave ethically and model good practice
* Ensure that children and their families are our paramount concern
* Create a stimulating and comfortable working environment
* Respond sympathetically to the needs of our stakeholders
* Ensure the care of the environment
* Act with integrity and trust
* Take pride in everything we do
* Improve what we do through the use of reflective practice
* Value the contributions of all our stakeholders
* Encourage and reward the highest standards

**Aims and Objectives**

Our key aims and objectives can be broken down into the following areas:

* Aims and objectives for the setting generally
* Aims and objectives for children and the curriculum
* Aims and objectives for parents, carers and families
* Aims and objectives for staff

**Ownership and Communication of Aims and Objectives**

Ownership of the aims and objectives of the setting ultimately resides with the Management Team, comprising of the Committee Chair, Committee Members, the Leader and the Deputy Leader. This team will meet each year in January to review the aims and objectives of the previous year and to formulate the policy for the following year.

Aims and objectives will be communicated through:

* The curriculum
* Child observation process
* Staff handbook
* Staff supervisions, appraisals and targets
* Parent Policies and Procedures Handbook
* Setting Information Guide/induction pack for Parents and Carers
* Parent consultations and events
* Staff meetings
* Management team meetings
* Newsletters
* Noticeboards and signage
* Setting web site

**Policy Formulation**

Our aims and objectives will be formulated and reviewed by regular reference to the following:

* Parent questionnaires
* Staff surveys
* Feedback from the children as appropriate
* Through quality monitoring improvement programmes
* Management review meetings
* Awareness of industry best practices (our membership of the PLA)
* Subscription to industry periodicals such as Under 5’s, Local Authority e-newsletter, etc.
* Awareness of DfE and Early Years initiatives
* Our staff training programme

For the purposes of this policy we describe an **aim** as a general statement of intent. It tries to summarise, in broad terms, an activity which needs to take place to maintain and improve setting operations.

Once we have established our aims it is then important to break these down into small, achievable activities and tasks, which will become our **objectives**. These objectives will be contained in our policies, procedures, handbooks and general documentation. Each activity will be governed by:

* What we will do.
* When the task or activity will be achieved.
* Using what (resources, equipment, facilitities).
* To what standard.
* Review of activity

**Our Overall Business Aim and Targets**

In order for the setting to develop, we need a clear vision of where we want to be and to have sight of the key aims and targets that need to be understood by everyone involved in the setting operations:

* To achieve a sustainable level of financial stability
* To achieve an “Outstanding” rating from Ofsted across all areas of inspection.
* To maintain an occupancy level above 90%
* To attract high quality, motivated and loyal staff.
* To secure most of our bookings by word of mouth and referral.
* To maintain a good working relationship with the Local Authority and the local Early Years groups.
* To have a healthy working relationship with local maintained and independent schools.

**Examples of how the aims will be achieved**

* By producing monthly management accounts we will be able to monitor the financial health of the setting.
* We will continue to participate in the Quality Monitoring Improvement programme as well as consider other quality initiatives. This will keep us focussed on the detail of maintaining high standards.
* We will ensure that we have an action plan that is built around the Outcomes for Children to ensure that we can maintain and improve our Ofsted rating.

**Aims and Objectives for Children**

The overall aim is to create a warm, welcoming and homely environment in which children across the age ranges can feel comfortable and safe, allowing them to thrive and grow in confidence. Working in conjunction with parents, carers, families and other appropriate groups we will focus on the children’s personal, social and emotional development when planning our curriculum and activities.

Children attending the setting will be safe, loved and stimulated in an efficient, well maintained and above all homely environment. We will promote a healthy understanding and respect for natural values in all aspects of the setting.

Above all, we want children to leave our setting with the confidence and skills to help them meet the challenges that lie ahead in the school system and beyond. Our programme of care and education will aim to achieve the following key outcomes for our children:

* To encourage language and communication with other children and adults.
* To encourage each child with sharing and being part of a group.
* To offer each child the most suitable stimuli for their stage of development.
* To encourage each child to persevere, without fearing being wrong.
* To encourage each child to be kind and compassionate to others.
* To encourage children to control their emotions and learn to express themselves appropriately.
* To allow each child to learn through fun and pleasurable activities.

We passionately believe this to be a joint effort between the setting and parents / carers and to that end we will promote the right environment for that partnership to succeed.

**Curriculum, Learning and Play**

We will promote a natural and stimulating environment both inside and out to allow children the time to explore the world around them at their place. Our curriculum and approach to day care aims to include best practices from both private and government maintained settings, ultimately preparing the way for child’s entrance into the school system.

We aim to achieve a sensible balance between free and structured activities by offering a wide range of supervised activities designed to encourage language, confidence and independence. Our curriculum is based on good childcare best practices and is underpinned by the Government’s **Early Years Foundations Stage (EYFS)** informing our daily activities and curriculum.

**Aims and Objectives for Staff**

The overall aim of our staffing policy is to establish an environment which promotes staff loyalty and commitment. By generally ensuring there is consistency in our staffing, children develop a sense of security and are able to relate to their key carers in the setting. In order to promote high levels of staff loyalty within the setting, we are proposing the following:

* To build an environment and reputation with which staff are proud to be associated.
* To pay a realistic and reviewed salary that will attract quality staff.
* To offer quality and appropriate training sessions.
* To have regular supervisions and appraisals.
* To hold regular staff meetings.
* To have clearly defined HR policies and procedures.
* To promote an environment of open and honest communication.
* To promote a team spirit through shared values.

**Aims and Objectives for Partnership with Parents, Carers and Families**

Banwell Buddies recognise that a child’s first impression of the world begins at home and it is therefore vital that both the setting and parents work together. Parents are encouraged to share their ideas with us to help shape the service we offer to the children.

We value the contributions made by parents and will actively seek a partnership through which the children will benefit by having continuous and consistent care. This is an essential ingredient in supporting their confidence and developing their learning potential. We understand that parents are the first and most enduring carers and educators of their children.

Regular communication and exchange of information is the key aim of our parent partnership which we will achieve in the following ways:

* Our induction/information pack.
* Our website.
* The parent and carer notice-board.
* Long term reports about each child based on observations.
* Setting policies on our website, in parent handbooks and on the notice board.
* The setting newsletter.
* General notices and signs around the setting.
* Parent and carer consultations.
* Social events such as the Annual General Meeting, summer fayre and open days.
* Training sessions for parents such as behaviour management and child protection.
* Suggestion box.
* Complaints procedure (on parent notice board).
* Key person and back up key person allocated to each child.
* Ensuring good multi-setting communication.
* Links with Banwell Primary and surrounding local schools: Banwell, Winscombe, Sandford Children’s Centre and local businesses.
* Networking with other Early Years Professionals for shared best practice.

Bearing in mind families could be with us for many years, it is essential we establish an environment that makes it easy to exchange information and views. We also want to make it easy for parents as well as children to make new acquaintances and friends and we will provide lots of opportunities for this to happen.

\*By stakeholders we mean all those that use our service or come into contact with our service; including but not exclusively families, staff, volunteers and students