



STEP UP

Summer 24



Contents

1. Welcome: Message from Roz Chief Executive
2. Annual review: Message from Ken, Chair of Trustees
3. How we managed our money
4. Our Trustees
5. Looking back and looking forward
6. Updates from services
7. 1st Impressions
8. Green Open Homes



Welcome

Hello everyone,

We are thrilled to announce the appointment of new trustees!

Their arrival brings fresh perspectives, diverse experiences, and renewed energy to First Steps. We are confident that their contributions will be invaluable in guiding our mission forward.

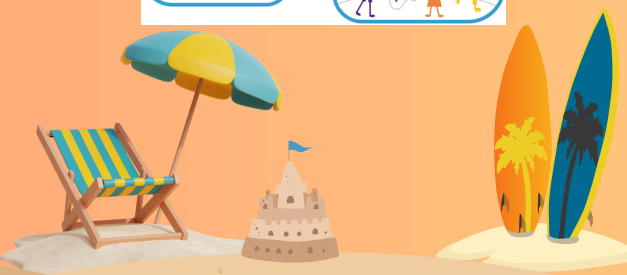
Our trustees play a crucial role in First Steps. They are the guardians of our purpose, ensuring we stay true to our mission, remain financially sustainable, and operate within our legal framework. They bring a wealth of knowledge, skills, and experience that help shape the strategic direction of our organization.

But beyond these responsibilities, our trustees embody the spirit of volunteering. They dedicate their time and energy without any expectation of remuneration, driven by their commitment to our cause. This selfless act of volunteering is what fuels First Steps, and we are incredibly grateful for it.

So, let's extend a warm welcome to our new trustees, Mia, Jim and Lysha! We look forward to working together, learning from each other, and making a positive impact on our community.

Thank you to all our trustees, past and present, for your invaluable contributions. And to our volunteers, thank you for your dedication and hard work.

Together, we can make a difference.



Annual review, message from Ken, Chair of trustees



Ken Littlewood
Chair of Trustees

I am pleased to report on another year when First Steps has made good progress on the objectives we have set ourselves. We wish to provide local, quality, all year around nursery care, and a support hub for families with preschool children. Our focus on the community has continued, and over half our staff live in the areas where we work.

A particular challenge for us, along with other similar settings, has been to ensure that we have maintained target levels of staffing during the year without sacrificing quality and standards. We have sought to be as flexible as we can on providing fair remuneration levels and working hours, as well as in the overall support provided to staff. We have provided various training opportunities, including encouraging staff to work towards Dingley's promise 'Mark of Achievement', and additional training to support Special Educational Needs. We hope to develop these further in the year ahead.

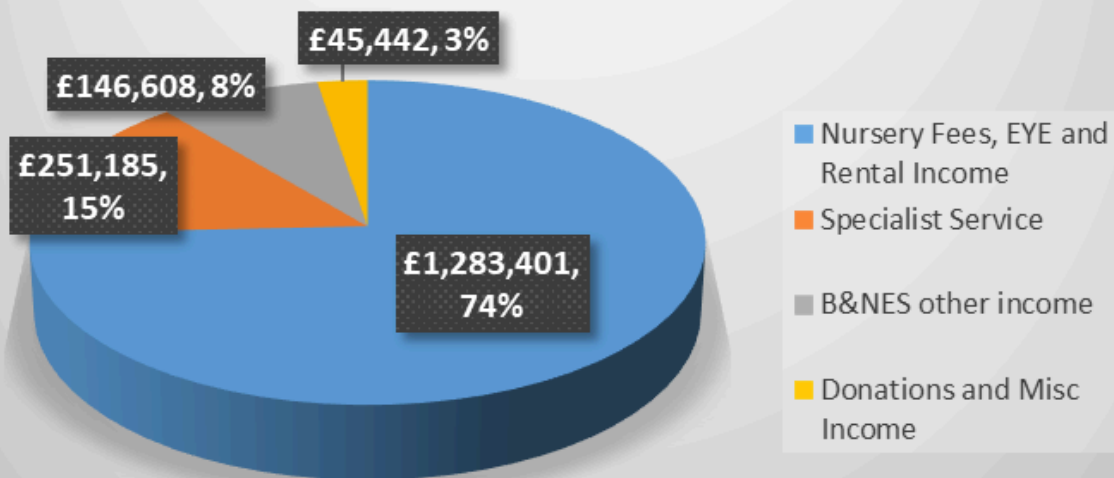
Our overall financial position remains sound and we have been able to invest in the development of services at all three of our settings from our reserves. We have successfully completed the Bath Opportunity Preschool's move to new premises, having been awarded the contract for a further five years, allowing us to continue to provide this valuable service. We have improved the garden and outdoor facilities at Twerton and made better use of our premises at Moorlands. We have provided free school meals to around a quarter of our children most in need. None of this would have been possible without the generosity of our many and varied funders, and I thank them for their support.

Funding allows us to respond more positively to the many opportunities to develop our services. The importance of the preschool years to a child's development is now well recognised, and the recent changes in early years entitlements will increase the demand for the services we provide. I am confident First Steps is in a good position to respond to these.

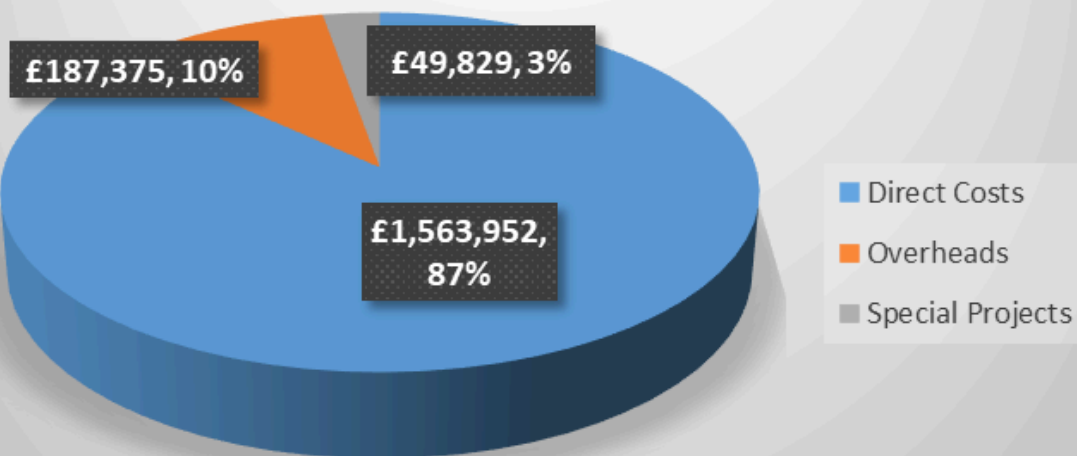
I have now completed nine years as a First Steps trustee, six of them as chair, and have decided to step down at the end of this year. It is important that Boards are regularly refreshed with new people with new ideas. I have continually been impressed by the quality of the staff at all levels, and by the commitment of parents, volunteers and funders. Particularly I want to thank the excellent group of trustees that I have had the opportunity of working with. Without exception they have provided thoughtful comment and advice, as well as, most importantly, time to support many different areas of our activities. I will miss being an active part of this.

How we managed our money

Income 2023-24



Expenditure 2023-24



Our Trustees

Our Trustees are responsible for the overall leadership and management of First Steps (Bath). They delegate authority to the Chief Executive and Senior Managers for the day to day running and organisation of services. Our Annual General Meeting (AGM) is in the Autumn and includes the election of our Board of Trustees.



Ken Littlewood
Chair
Retired Business Executive



Janet Rose
Vice Chair
Future Excellence'
Project Group
Principal - Norland
College



Isobel Michael
Fundraising Trustee
Director - NSP Philanthropy



Meg North
*Bath Opportunity Pre-School
Link Trustee
SEN Lead
Fundraising Trustee*
Retired Local Government
Officer.



Elisabeth Barratt Hacking
Trustee
Senior Lecturer and Deputy
Head, Department of
Education University of Bath



Val Wheeler
*Twerton Link Trustee
and Parent Partnership*
Retired Health Visitor



Simon Andrews
Trustee
Moorlands Link Trustee
Civil Servant
MoD



Marina Sloan
Safeguarding Trustee
Specialist Speech & Language
Therapist - NHS Trust



Lysha Goode
Trustee



Jim Salkeld
Trustee



Mir Abdullah
Trustee



Jayanna Witt
Parent Link Trustee

Our achievements for 2023 – 2024

- Continued to use the Thrive Approach a powerful assessment and interaction tool that supports children's emotional and social development.
- Consulted with staff, parents, and carers and made improvements from suggestions.
- Locally employed 55% of the staff team.
- Increased opportunities for staff development and progression
- 96% of children attend nursery for more than 11 hours a week, which is the time that research indicates supports children to benefit most from their Early Years Education.
- Successfully moved the BOP Bath Opportunity Preschool to new premises.
- Secured ongoing funding to support Stay and Play sessions for children with special educational needs, thirty-two families attended across the year.
- Fundraised to deliver quality services and free meals to children from low-income families.
- Loaned home learning bags to families and held home learning sessions within the nursery.
- Maintained occupancy to capacity.
- We have recruited three new trustees to the board.

Our priorities for 2024 – 2025 are:

Priority One:

- To continue with the ambitious vision to deliver universal, inclusive children care and education, high expectations for children's achievement and high standards of provision. Ensure that a sharp focus is placed on improving the life chances of children through accurate evaluation of provision through information gathered from, children, parents, staff and linked professionals and data from children's assessments. To embed the concept of childhood nature, the idea that children are nature, and that human health and well-being are linked to the environment and that adults have a responsibility to ensure that children have access to nature and opportunities to explore the natural world, that children are encouraged to be active citizens and are encouraged in appropriate ways to embed sustainability. To promote healthy and sustainable living for children's families and the community.

Priority Two:

- To further develop the concept of Community Nursery and Early Years Centre through the delivery of services that raise the profile of the early years in a child's life and are responsive to family needs and special educational needs. Taking action to build an organization that includes the voice of minority groups.

Priority Three:

- To further develop the Social Enterprise Model, exploring new funding and trading opportunities, employing a mixed model of funding to support special projects that meet community needs.

Priority Four:

- To secure the necessary funding to successfully complete refurbishment projects at our Twerton and Moorlands facilities, as well as at the BoP site. In addition, to supporting expansion initiatives at the Twerton location. Our focus is on enhancing our facilities to better serve our community and stakeholders.

Twerton

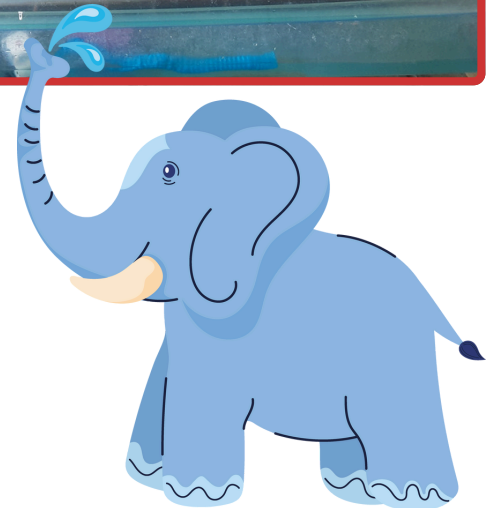
Splish, Splash, We're Learning with a Splash!

As the temperature rises, we've got the perfect plan to keep our little ones cool and engaged -fun-filled water play! This isn't just about splashing around, it's about introducing our children to the wonders of water and nature in a playful and interactive way.

Water play is more than just a fun activity. It's a sensory experience that stimulates curiosity and learning. Our little ones explore how water feels, how it moves, and how it reacts to different actions. They learn about concepts like floating, sinking, and volume in a hands-on way.

But the learning doesn't stop there! We incorporate elements of nature into our water play. Imagine the joy on their faces as they see how leaves float or how pebbles sink. They observe, experiment, and most importantly, have fun!

Water play day is also a great opportunity to install the value of water. We'll talk about how water is essential for life, how we use it every day, and why we need to conserve it. It's never too early to learn about these important concepts!



A Fond Farewell to Our Little Stars!

It's that time of the year again when we have to say goodbye to our little stars as they prepare to embark on their next big adventure. Yes, our children are graduating from nursery and stepping into the exciting world of primary school!

The Moorlands leaving party was a celebration of their growth, their achievements, and the wonderful moments we've shared together at our nursery.

Our nursery has been a second home for these children, a place where they've learned, played, and made their first friends. We've seen them take their first steps, speak their first words, and blossom into confident, curious learners. It's been a joy to witness their journey and we couldn't be prouder.

So, let's come together to celebrate our children and wish them the best for their future. After all, they may be leaving nursery, but they'll always be a part of the First Steps family.



Food is Fun: A Sensory Adventure!

We have been emphasising “Food is Fun”, a unique program designed to help children who have sensory issues around food. This program aims to increase exposure to different tastes, textures, and smells in a fun and safe way.

Food is not just about nutrition, it’s a sensory experience! Some children may find this overwhelming due to sensory issues. Our goal is to turn this challenge into an opportunity for exploration and fun.

Our amazing Speech and Language Assistant, Amanda has led this staff training. Sharing strategies and activities that can help children explore food in a non-threatening way. This includes games that involve touching, smelling, and tasting different foods, as well as activities that focus on the texture and colour of food.

We believe that with the right approach, we can turn meal times into a fun and enjoyable experience for all children.





Feeling Confident for Your Next Interview



Are you a woman looking for a job in the Bath area?

Are you a woman looking for a job in the Bath area? 1st Impressions can help you make a great first impression at your next interview - for free! Our volunteer-run community interest company provides clothes, shoes, accessories and styling advice to help women gain confidence before important job interviews.

Perhaps you have an interview lined up but don't have the perfect outfit? Or maybe you want to refresh your look to boost your self-confidence? 1st Impressions has a wide selection of business and smart casual attire donated by the local community. Our caring volunteers can guide you on putting together a polished, professional look tailored to the role.

Best of all, our services are completely free for women in need. No referrals are required

CONTACT US



contact@1stimpressions.org.uk



Mercy In Action Pantry on Twerton High Street

to find out when our next pop-up is.
We'll be there with racks of clothes and a team ready to listen to your needs.




Looking and feeling your best can make all the difference in nailing that interview. Visit 1st Impressions and let us help you shine with confidence! Spread the word to any Bath-area women who could use our services.

www.1stimpressions.org.uk



Green Open Homes

Help make Bath's homes greener 🏡 Green Open Homes Bath 2024

 17 12th–13th of October 2024 in homes across the city – save the date!

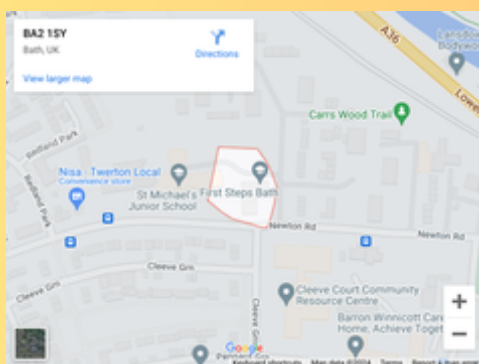
Join the Green Open Homes event in Bath and get inspired to make your home more energy efficient, comfortable, and affordable.

Organisers are currently looking for local people to showcase their energy efficiency measures. Anyone who has modified their home is encouraged to get in touch – whether you have improved a listed property or have energy-saving tips for renting a modern flat. Volunteers for the event are needed too. 🌿

Interested? Contact them to get involved and make a difference in your community: www.greenopenhomesbanes.org



CONTACT US



-  Woodhouse Road, Twerton, Bath. BA2 1SY
-  01225 444791
-  info@firststepsbath.org.uk
-  www.firststepsbath.org.uk
-  FirstStepsCommunityNurseries
-  First_steps_bath

