

OP Our Philosophy

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Our Philosophy

Our Philosophy represents the very essence of how we care for our children, treat our customers and staff and conduct our business. It represents our beliefs and provides us with the foundation on which we can build and fulfil our goals. Our Philosophy is inherent in everything we do. Our Philosophy is a series of values centred on four main components of adopting a child centred approach, our people, effective planning and a processed approach to management.

The representation of our Philosophy shows how the four components interact, and their positioning is symbolic. It shows that our children are supported by our people, effective planning and a processed approach to management and that our people form the cornerstone of our success.

Each component is represented by a series of values, and it is these values that build up to form our Philosophy

1. Our People

Our people, together with effective planning and a processed approach to management, form the foundations for providing high quality childcare and our people form the cornerstone of our success and are our most important asset

- a. **Culture:** We will value and respect the individual contribution of our people and provide a culture that recognises and supports the individual and treats all individuals equally by basing rewards on commitment, performance and contribution and publicly rewarding the team based on the success of its combined efforts
- b. **Communication:** We will communicate honestly and openly with our people and establish loyal professional relationships, based on mutual respect, by showing a strong desire to discuss their views and opinions so they can become an active part of our organisation
- c. **Recruitment and Retention:** We will remember the importance the team plays in our success and will strive to attract, develop and retain the best people by providing a rewarding place to work and encourage cooperation and teamwork
- d. **Developing for the Future:** We will improve individual and team performance to increase contribution and add value through continual learning and staff development through the promotion of self-development and the importance of reflective practice in continuously improving the quality of the service we provide

2. A Child Centred Approach

Our children are our main focus, our number one priority and are at the centre of everything we do. We recognise that that every child is unique when they come to us and our values have been designed to embrace and celebrate each child's differences.

We believe that understanding our children enables us to design an environment which responds to individual interests and is best suited to individual personalities giving our children the most effective opportunities to develop their imagination, take risks and accept challenges, and develop confidence in themselves and others.

We are committed to providing a unique, exciting, and warm environment where children have the confidence to be happy, curious, and imaginative.

- a. **Empowerment:** We will place our children the centre of their learning and development, designing their time with us around their needs and interests inside a warm, safe and secure environment where they feel at home
- b. **Individuality:** We will treat our children with the respect they are due, remembering at all times their uniqueness and encouraging them to embrace their individuality
- c. **Imagination:** We will inspire our children to ignite their curiosity and lose themselves in their imagination by engaging in creativity, exploration, and adventure
- d. **Challenge:** We will engage our children in exciting and challenging learning experiences to spark motivation for future learning and develop confidence to approach new challenges
- e. **Kindness:** We will promote a culture of kindness, integrity, and empathy. We will ensure our children understand the importance of respecting others and accepting difference



3. Process and Planning

Effective planning will ensure that quality is planned into our service and not left to chance or judgement and managing activities and related resources as a process will lower costs, improve consistency and prioritise improvement opportunities. Continual improvement is a permanent objective and will provide us with a performance advantage and ensure we are able to react quickly to changing requirements.

- a. **Safe Systems of Work:** We will implement safe systems of work and practice to ensure the safety, security and welfare of our children, staff and visitors and review these systems periodically to ensure they reflect current standards and best practice
- b. **Quality Management:** We will provide best value, do what we say we will and commit to excellence in everything we do. We will ensure that quality is planned into our service and not left to chance or judgement, and we will strive for professionalism, quality and continuous improvement
- c. **Ethical Behaviour:** We will maintain the highest standards of ethical behaviour, professional conduct, transparency and openness and promote a culture that fosters a sense of mutual accountability across the organisation
- d. **Sustainability:** We will create a culture where everyone works together and contributes to the success of the organisation, working to make a fair profit, effectively managing resources and treating all company assets as our own

