

SOC Meeting – 27th February 2026

Attendees

Chris Young (CY) – Chair

Cara Ratukalou (CR) Nursery Manager

Donna James (DJ) Nursery Administrator

Tamsin Willis-Stovold (T W-S) Parent representative

Daisy Holden (DP) Parent representative

Kathryn Perry (KP) Parent Representative

1.Introductions

Chris advised that the nursery will be no longer under his management, he is in the process of handing over to a lady named Emma Baker-Gaunt. Emma will be in touch with Cara in due course.

2. Matters arising

2.1 Ofsted and other awards

The Ofsted Inspection has taken place and the nursery received “Outstanding” which is a fantastic result and reflective of the hard work and commitment put in by all staff.

CR reported that Ofsted inspections going forward will change and they will call the day before they are due to visit and do a manager’s interview within this call. They will then spend a day in the nursery visiting rooms and look at the ethos of the nursery. The nursery is then measured in 7 areas, and the grades are 1 – 5.

The nursery has had another Food Hygiene inspection and received 5 stars again

The nursery staff were awarded an Outstanding recognition award from the University which was for the hard work and commitment staff put in. They received £1000 to spend on themselves so CR arranged an afternoon tea and bowling which was well received by all staff.

2.2 Finance

CY advised that budgets are on track and money will be reinvested back into the Nursery.

2.3 Catering

Early Years Catering Meals are going down well, and CR is sending out each terms menu to parents when received.

2.4 Staffing and Recruitment

CR advised that staffing has been difficult because she will only recruit the highest quality staff and there is a national crisis for recruitment of Nursery Nurses at this current time

Emily Moon has been recruited F/T for Nursery Room

Laura Anstead has been recruited F/T for Nursery Room

Fay is temporary in Nursery Room

Maria is moving to Baby Room

Amanda S is moving to Pre School

Narinder is moving to Pre School

There will be an internal vacancy for Jess when she leaves to go on maternity leave

Sophie returns from maternity leave and will do 2 days a week

2.5 Safeguarding Policy

In view of the recent news that has come to light regarding staff in nurseries CR wanted to reassure parents that stringent process and procedures were in place before new staff were recruited at the nursery. This included but not limited to:

Obtaining references from last nursery placement and or last employment

Ensuring the rooms always operate within ratios for number of children in the room

CR also advised that all bathrooms within the nursery are within hearing distance of the office and or a room so all that goes on can be heard.

The staff had also discussed at staff meeting and CR had written a Code of Conduct that had been signed by each member of staff and added to their staff file.

CR advised that a different aspect of Safeguarding will be discussed and reviewed at each staff meeting

It was agreed that we will no longer accept sleeping babies on arrival at nursery

Staff are not allowed to wear Smart Watches

3 Nursery Managers Report (items not covered elsewhere)

3.1 Vice Chancellor

Vice Chancellor has visited nursery, and he is very keen to maintain the quality of the nursery and has agreed to invest in Forest School. We are getting two members of staff trained to NVQ Level 3, and this will be Sara in Pre School and Hannah in nursery room.

The Vice Chancellor has also agreed to pay for the nursery to be painted throughout as it needs a refresh.

3.2 Nursery Occupancy

CR reported that the nursery is full up until September 2027. We are not adding Community parents to the waiting list any longer

3.3 Events and Updates

Development reports and Cohorts are either done or in the process of being done in time for the parent's meetings

Mother's Day event will be on a Monday this year and Father's Day on a Friday – Dates to be confirmed and will be sent out via email

Date for Graduation of the children going to school in September will be advised as soon as it is booked

Shutdown weeks will be week commencing 6th April and 31st August

CR advised that the Newsletter will no longer be sent out and will be replaced by a monthly email to all parents.

3.4 Managing Sick Children

CR agreed Calpol would be added to the policy

CR discussed with SOC reps their thoughts about allowing children back into nursery after a vaccine and it was agreed that if children have had the Chicken Pox vaccine they can come back to nursery if the parent is working on campus. CR advised that she had spoken to the father of a child who is a GP, and he said in normal circumstances there could be a redness at site of injection and if there was going to be an Anaphylactic reaction this is normally within an hour so the child should come in to nursery after this time period had lapsed. Parents should also consider booking vaccinations later in the day so they can be taken straight home.

CR to add this detail to sick policy

4 Parents and Carers Feedback

No feedback received from parents; however, most have contacted Cara directly to congratulate the nursery on the Ofsted result.

DH said she was very happy with the nursery and has had a wonderful experience since her child joined the nursery 7 months ago. DH also advised she always got an in-depth handover at the end of the day.

Daisy asked if the policies could be made available digitally, however CR advised there was also a copy of the relevant policies on top of the cabinet where the noticeboard is.

KP is very impressed with the nursery and has no concerns at all and said all staff were good and highlighted Jess as a credit to the nursery

TW-S was also impressed with the nursery, and she had nothing but praise for the staff and would miss visiting when her child goes to school in the summer

5 Any Other Business

All SOC representatives to provide CR with a photograph so they can be added to the parent's folder

6. Next meeting

22nd May 2026 HR meeting room 1, 09:30-11:00.