

## NOMINATION DETAILS

### Who is being nominated?

Individual

### Please provide the name of the person being nominated:

Emma Scott

### Job title:

Room Manager

### Organisation:

Pear Tree Nursery

## AWARD DETAILS

### Which category are you entering?

Category 2: Bright Spark

### Please confirm that the work carried out relates to the last two years (up to January 2018):

Yes

### Please confirm the age of the Bright Spark you are nominating (age range is 16-26):

21

### Q1. Overview: (max 200 words)

Emma joined us in 2014 straight from school on a Modern apprenticeship. Initially working in our baby room, she gained valuable experience for her SVQ level 3 qualification. Her bubbly, enthusiastic personality whilst interacting with the parents and children has helped forge close bonds. A strong team player, she is very reliable always giving 110% to help her team and always thinking of ideas on how to improve the experiences and outcomes for the children. She is a valued team member who the staff love working with and listen to her input/ideas. Growing in confidence Emma stepped up and lead the Baby room when the room manager was absent. She quickly identified the need to step up and delegate roles and showed support to the rest of the staff team. They valued and respected her for achieving this so naturally. These natural leadership skills have helped Emma secure a permanent room manager post in our 2-3yr old room. Emma loves her job and this is very evident in her practice. She ensures every child has the very best experience possible. When you enter the room you can tell everyone is flourishing in a happy, fun, learning environment.

## SSSA Entry Form 2018 : Entry # 87

### Q2. What did you do? (max 500 words)

When Emma stepped into her new role of Room Manager, the room was lacking strong leadership and staff morale was at an all-time low. Emma led by example with enthusiasm, dedication, passion and commitment creating a buzz. This soon spread to the rest of the staff. The staff morale is now high and team work has improved. The children and parents are delighted with the changes made since Emma was promoted. Comment from a parent "Emma has made a real difference to the room, with a far friendlier welcome in the morning, she's always there with a hug if the girls are a little unsettled. (not that it was bad before I just notice it's a little more encouraging now!) Nothing is an issue & she's always full of life. It's a great team in that room! "

In a short time, Emma has developed into a very capable room manager who is adored by the children and families. She is very caring, kind and fair and establishes strong relationships with every child. Parents often commend her on the excellent care and information she passes over at the end of the day. Her informative handovers have led to her staff team following her lead. She is an excellent role model and the team value her dedication and organisational skills. Emma has a nurturing nature where children always come first

Emma is always full of life in the nursery environment. A positive role model, she is continuously researching and looking at new ways to improve the service and experiences for all. This is often done in her own time and it is clear she has a real passion for providing the best care. Parents are always coming in to the nursery saying "xxxx talks about you all the time at home Emma"

Emma loves sensory play and offers a variety of key experiences for children. Employee of the Month comment from a colleague in another room "Emma is always covered in paint, flour and loads of other sensory resources from the activities that are on offer, Emma cannot walk through my room without all the children shouting her name and for her to go and see what they have been working on/created. Emma takes the time to listen to them and praises and encourage them. She is a huge asset to the nursery"

Emma has a real passion for Schematic play. This is how children learn by using a variety of repeated patterns within play. Emma, alongside the baby room manager have worked closely to incorporate the language into the planning and observations. Emma has now driven this in her new role and has worked closely with her team to ensure they are confident and knowledgeable about the different schemas and ensure they use it within their practice. At our stay and play evening Emma explained this in-depth to parents who afterwards stated that this made it clearer than reading the observations on their child in the e-journals.

### Q3. What did you achieve? (max 500 words)

Emma is confident in her role and is very forward thinking, inspirational and shows innovative practice daily. Emma uses Professional dialogue when interacting with all service users and her team aspire to learn from her approach and knowledge. Emma encompasses a reflective practitioner approach which allows her to continually look at how we can improve the learning experiences for the child, the environment and the staff's individual professional development.

Emma confidently carries out show round and she has received many positive comments from our prospective parents' survey "Emma made the decision for us, I want her caring for my wee one" and "Emma made the decision to go with Pear Tree very easy". From our transition into nursery survey Feedback form a parent "we really like Emma's style in how she looks after xxxx. She is always friendly, cheery and warm towards xxxx. She is quick to realise that when we drop her off to take her away to distract her either with toys or to the window so she can see the outside world. She is always keen to show her new resources and explore new environments. She has used her initiative to help xx interact with other children. We feel she genuinely cares about xxx and how she settles and it makes us at ease by explaining how she is improving all the time in the nursery. It is nice to know she is in an environment with Emma who is showing her the same warmth that is shown at home" These comments for us show how our service users value Emma as a skilled professional and that she has the trust and respect from families. She frequently wins employee of the month some comments "Emma is always smiling and relaxed. When XXXX gets upset when being dropped off Emma settles and reassures her, allowing us to leave knowing she is in safe hands"

The growth in Emma since she joined the setting until now is something that we feel needs to be celebrated. Emma has flourished in her role through her professional training, in house training and learning from her colleagues. Emma showed clear leadership qualities from day one and early into her career she was nominated for two different newcomer awards in 2015 and successfully won both accolades. Emma earned this recognition very early on and we believe that due to her continual growth this Bright Spark award is her career at Pear Tree Nursery to date. Emma certainly is a role model for all young people starting out in the industry and we strongly believe she has a very bright and exciting future in the years to come. Nomination from a colleague "Emma has helped me with a lot of stuff since moving into her new role. I am glad she is now room manager. She has been very supportive to me" and "Emma has a clear vision for the room and is dedicated and hardworking. Emma is very nurturing to all children"

## SSSA Entry Form 2018 : Entry # 87

### Q4. Why should you receive an award? (max 100 words)

Emma joined from school in 2014, immediately becoming a huge asset to our setting with her hard work and dedication. Showing leadership qualities early in her professional training, respected by all, her views and ideas are highly sought in the nursery. Her dedication was recognised in September 2015 winning both the Scottish NMT and Nursery World Newcomer awards. Achieving this so early into her professional journey highlighted Emma's potential. Emma has been promoted to Room Manager, her continual growth ensures our children get the best possible start. Emma is an excellent role model for her strong team to learn from.

---

- 
- 
- 

-