

-----Original Message-----

From:

Sent: 29 July 2022 11:53

To:

Cc:

Subject: RE: Transitions

Importance: High

Dear

Thank you for your email.

Following on from the extended

I am disappointed by the decision of Bright Stars not to extend the  
[redacted] for [redacted] given that you have stated that "we are committed to discharging all  
our duties in relation to all of the children in our care .

We note your thoughts on possible transition solutions. Following consideration of these, please see our response below.

1. We cannot agree to put staff into [redacted] At this time, all of our workforce are already working in one of our 48 week Early Learning and Childcare settings or are on holiday. In addition to this, your suggestion would mean a new, unfamiliar adult working with the children who they do not have a relationship with. This would not be in the best interests of any child
2. The deployment of staff within **Pear Tree** is not a matter for the Council to be involved in.

As agreed I will now notify [redacted] of your decision and our response to your transition suggestions.

Warmest regards

Quality Improvement Officer (Early Years)

Believe, Achieve, Strive for Excellence and Care for All

From:  
Sent: 28 July 2022 17:28  
To:  
Cc:  
Subject: Transitions

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Dear

I note your decision in relation to funding for [redacted] and we all welcome the outcome for [redacted]. I have noted that there are transition meetings [redacted] with a view to them moving to new placements, as sourced by your team, [redacted]. I gathered from our meetings that [redacted] have accepted the placements for [redacted]. I let my colleagues know that [redacted] have asked for a longer transitional period

[redacted] discussed matters with my colleagues following yesterday's meetings, we remain of the view that we are unable to meet the [redacted]. Continuing the placement with the current arrangements with the reasonable

accommodations in place would mean that we would be continuing to fail in our duties to  
as well as the other staff and children in the nursery; the nursery does not  
currently have the appropriate staffing

That said, we have carefully considered how we might best accommodate a  
I am aware that you asked for a firm answer from us on \_\_\_\_\_ by  
noon today but we wanted to provide practical accommodations that we could put in place, if  
you are willing to work together to provide a solution for \_\_\_\_\_ Contrary to the  
comments made by the \_\_\_\_\_ yesterday that our decision making has been 'unethical and  
inhumane', we are committed to discharging all our duties in relation to all of the children in our  
care

With that in mind, our thoughts on the transition are as follows:

- Firstly, if \_\_\_\_\_ wish to continue the placement a \_\_\_\_\_ for an extended period  
with a view to starting properly in the new setting by \_\_\_\_\_ would East Lothian  
Council be willing to provide \_\_\_\_\_ to deliver the  
? Providing the \_\_\_\_\_ would ensure

- Alternatively, we could ask the \_\_\_\_\_ by attending the \_\_\_\_\_ with  
\_\_\_\_\_ to work alongside the provision already in place there. This was an accommodation  
mentioned by \_\_\_\_\_ in easing

It would,  
however require the placement at the ELC nursery to be made available

We would welcome your thoughts on our proposals at the earliest opportunity.

Kind regards,

Kind regards,

Head of Early Years Standards, Regulation and Compliance Company Strategic Safeguarding Lead

ICP Nurseries Limited

Office Address:

1 Pride Point Drive, Derby DE24 8BX

If you have a safeguarding concern, please confidentially contact  
[notifications@icpnurseries.com](mailto:notifications@icpnurseries.com)<<mailto:notifications@icpnurseries.com>>

If you have a wellbeing concern, please confidentially contact [listening@icpnurseries.com](mailto:listening@icpnurseries.com)  
<<mailto:listening@icpnurseries.com>>

Our Mission is to deliver exceptional education and outstanding childcare to our children and families, through our commitment to valuing and developing

staff and providing engaging and inclusive environments for all. We will deliver this mission through Our Core Values – integrity, excellence, team work,

dedication, and equality.