

# MORAY CHILDCARE PARTNERSHIP

## NEWSLETTER MAY 2010



Donald.M.Duncan  
Director of Educational Services  
www.moray.gov.uk

### IN THIS EDITION:

**Spina Bifida  
Moray Options  
Qualifications Well Done To...**



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### SPINA BIFIDA

#### **What is Spina Bifida and how does it affect people?**

Spina Bifida (literally meaning "split spine") occurs in early pregnancy. The causes are largely unknown and are thought to be many and varied. However, an increase in the number of women taking folic acid before and during the first 3 months of pregnancy has resulted in a significant reduction in the number of babies born with Spina Bifida.

As the vertebrae (bones of the spine) develop they would normally grow and close securely around the spinal cord and nerves. When Spina Bifida occurs, one or more vertebra/e do not close properly and are left open, the spinal cord and nerves are not protected and become damaged. The extent of damage varies depending on the nature and location of the "split".

When the nerves are damaged at the "split" it affects the body's function below that point. This often means that bladder

and bowel function is affected.

Children and adults are likely to receive specialist medical advice and treatment to learn to manage these difficulties. Young children at nursery may need support to manage this and specialists can train nursery staff to help the child.

Damage caused at the "split" in the spine also commonly affects the nerves which control walking. The extent of the damage varies such that some people with Spina Bifida can walk independently, some may walk with support while others are paralysed below the "split" and use a wheelchair.



#### **What is Hydrocephalus and how does it affect people?**

The brain and spinal cord are bathed in an essential fluid called Cerebrospinal Fluid (CSF) which normally flows evenly around the cord and brain. When the flow of CSF is interrupted or pressurised it causes a build up of fluid in the brain known as Hydrocephalus. The build up of fluid causes the ventricles in the brain to swell and puts pressure on the surrounding tissue. Most people with Spina Bifida will also have Hydrocephalus.

The usual treatment for Hydrocephalus is surgery to insert a shunting device which is completely enclosed so that all of it is inside the body. This is a system of tubes and a valve which divert the excess CSF by draining it into the abdomen, preventing further build up in the brain. The shunt remains in place to control the pressure and prevent the condition becoming worse. However, the shunt cannot alter any damage done to brain tissue when

the Hydrocephalus first occurred.

The degree to which individuals are affected by Hydrocephalus depends on how much damage was caused to the brain tissues when the swelling occurred. Some people may be affected in very subtle ways and others may have more specific difficulties with things like, for example, attention span, remembering sequences or doing maths at school.

Shunts are usually very successful at preventing further symptoms of Hydrocephalus and can remain in place for many years. Occasionally they can become blocked or infected and it is important that people know to seek appropriate medical help from a neurosurgeon when there is a possibility that this is happening. Possible signs of acute shunt blockage or infection may include: vomiting; headache; dizziness; photophobia (sensitivity to light) and other visual disturbances; drowsiness and fits. Possible signs of chronic shunt blockage may include: fatigue;

general malaise; visuo-perceptual problems; behavioural changes; decline in academic performance; being just 'not right' from the carer's point of view.

People who have a shunt may carry a Shunt Alert Card. These are available from the Scottish Spina Bifida Association (SSBA).

### **Scottish Spina Bifida Association (SBBA)**

The SSBA is a registered Scottish charity which for over 40 years has been directly helping thousands of children, young people and adults, their families and carers affected by Spina Bifida and/or Hydrocephalus. SSBA has a team of specialist staff who can offer support, advice and information to families and carers as well as running events and conferences for families, carers and professionals. There are also peer group support and social groups that meet regularly in Aberdeen, Edinburgh and Glasgow.

The team are based in Cumbernauld but recently got funding for a part time

Family Support Coordinator for North Scotland. Sophie Tear started in post in December 2009 and is based in Granttown on Spey but travels throughout North Scotland. To discuss issues relating to any families affected by Spina Bifida and Hydrocephalus in North Scotland you can contact Sophie via the Lo-Call helpline or email [sophie@ssba.org.uk](mailto:sophie@ssba.org.uk).

The Lo-Call helpline for families seeking support, advice and information is 0845 11 11 12.

For more information you can look at the website [www.ssba.org.uk](http://www.ssba.org.uk), or phone 01236 794500 with general enquiries.

### **Scottish Spina Bifida Association**

The Dan Young Building  
6 Craighalbert Way  
Cumbernauld  
G68 0LS

**Family Support  
Coordinator North**  
PO Box 7086  
Granttown on Spey  
PH26 9AD



scottish  
spina bifida  
association

## PRE-SCHOOL EDUCATION



### **Newmill Goes Global**

Global Citizenship is a hot topic in educational circles at the moment; the term links the Curriculum for Excellence themes of citizenship, sustainability and international education.

At a recent Learning and Teaching Scotland event in Glasgow, International Education Coordinators from across Scotland came together to discuss this exciting educational concept.

In attendance were Gail Lawrence, manager of Newmill Playgroup, and Helen Lloyd, early years teacher at Newmill Primary School, who were invited by Anne Thomson, LTS Development Officer, former Moray International Education Coordinator.

Gail and Helen shared that their focus over the past 2 years has been transition between playgroup and school, and they discussed their practice in using the context of global citizenship, commenting that, "after attending the

*Moray International Conference in November, we realised that we were doing most of it already and that global citizenship wasn't that scary!"*

They highlighted that separate facilities were the major barrier, and communication needed to be organised and planned for transition to be smooth. Gail and Helen discussed using a different context for transition and decided to strengthen links by using global citizenship. In addition to a knowledge based focus, plans were also developed based upon developing skills, attitudes and values.

*"For us, Chinese New Year seemed the perfect opportunity to develop global citizenship and transition. The children were given the challenge of creating an assembly and encouraged to plan not only what they wanted and needed to do but more importantly how to go about it."* said Gail.

In doing so, a range of outcomes at early and first level were covered through this cross-curricular approach. Using tools such as critical skills and Assessment is for Learning (AifL) strategies children had the opportunity to negotiate roles and ideas; use their imagination; utilise literacy and numeracy skills; to be part of an audience and importantly have the confidence to perform in front of an audience.

After giving the presentation to International Education Coordinators, Gail and Helen recognised that their next steps should be a more formalised approach. The main concern was that global citizenship should not be taught in isolation, but in conjunction with areas of learning within their own community and further afield thus embedding it within the early years curriculum.

*"Our focus is now on developing a shared planning format and learning structure across both establishments to encourage improved progression, pace and challenge, as well as enhancing transition between playgroup and school."*



For more information contact:

Helen Lloyd, Teacher,  
Newmill Primary  
Tel: 01542 882788

Gail Lawrence, Manager,  
Newmill Playgroup  
Tel: 01542 888329

Anne Thomson  
LTS Development Officer  
Developing Global  
Citizenship  
[www.ltscotland.org.uk/dev\\_eloopinglobalcitizens](http://www.ltscotland.org.uk/dev_eloopinglobalcitizens)

## MORAY OPTIONS

Moray Options provide a flexible, alternative and creative service for children and young people within the Moray area through its fostering service, play schemes, social groups and supported learning packages.



Children and young people have grown in confidence and character since the groups began. Friendships have been formed, challenges faced and barriers removed. Every young person is enabled to gain their own identity, explore and experience many opportunities.

**Funky Friday Club** - Friday evening from 7.00 - 9.00 pm at Pinefield PARC in Elgin. This club is for young people between the ages of 12 - 18 years in secondary education, the group are encouraged to engage with their peers to get involved in activities such as cooking, arts and crafts and planned trips.

**Butterfly Club** - Thursday evenings 6.15 – 7.45 pm within Moray Leisure Centre after school club. All the children are in primary education, and enjoy a range of activities and the use of the outside play area.

**Buckie Club** - Monday evenings 6.30 - 8.30 pm at the Birnie Centre. This club is for young people between the ages of 12 - 18 years in secondary education. The facility offers a rebound room, snoozlen room and activity room for arts and crafts.

**Funky Club** - Wednesday evenings at the Keith Community Centre from 6.30 - 8.00 pm, this group have primary and secondary age children attending. We regularly make use of the swimming pool; activities include baking, floor games, music, arts and crafts.

**Play Scheme** - Based in Kestrel House at Elgin High School for 25 days per year during the Easter, Summer and October breaks. The service is planned in advance of the holiday periods so that we can deliver a flexible and responsive service to meet the needs of the children and their families.

Play Scheme may include visits to Moray Leisure Centre for swimming, Play Barn (Lhanbryde) and Cedarwood to use the Trampoline.

Indoors we have a variety of toys and play equipment e.g. arts and crafts, dressing up clothes, soft play equipment and board games.

Everyone feels attending the clubs is an important part of their weekly routine where they can meet up with friends and have fun.

Moray Options has a small staff team and **WE** are looking to **RECRUIT** volunteers.

**A volunteer is.....**

A person who can make a commitment to our clubs on a regular basis. Someone who enjoys being with children and young people and has energy to enable them to explore, play, socialise and have fun.

**Are Our Volunteers Trained?**

YES, volunteers will participate in a structured training programme to enhance their skills for the support they will give children and young people with learning disabilities.

**What Next?**

Contact Moray Options, as all volunteers must complete an application form and Disclosure Scotland check.



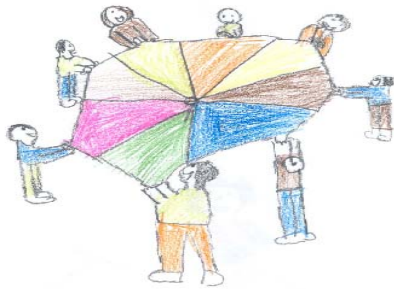
**Contact:**

Service Manager  
Sheena Main  
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6 Alba Place  
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Tel: 01343 541109  
Fax: 01343 540507  
Email:  
[sheena.main@aberlour.org.uk](mailto:sheena.main@aberlour.org.uk)

Assistant Service Manager  
Frances Nicol  
Moray Options  
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Email:  
[Frances.nicol@aberlour.org.uk](mailto:Frances.nicol@aberlour.org.uk)  
Web: [www.aberlour.org.uk](http://www.aberlour.org.uk)

**CHILD VIEW ON CHILDCARE IN MORAY - MORAY LEISURE CENTRE CHILDCARE**

**Olivia Leslie, Age 10**



*I like the squash courts because you get a variety of equipment to play with*

**PARENT VIEW ON CHILDCARE IN MORAY - MORAY LEISURE CENTRE CHILDCARE**

Moray Leisure Centre Childcare facility provides my children with a safe, secure and caring environment to learn and have fun.

They are provided with stimulating, fun activities which encourage them to

develop educationally and emotionally, with the carers providing support to each child's individual needs. Both my children have gained in skills and confidence and have been introduced to a wider and exciting curriculum due to the centre.

The life skills my son has been taught along with the encouragement to strive daily has been vital in preparing him for the next step into primary school, which due to the dedication of his teachers will be a fluid transition he is ready for.

**Miss Kerry McKay**

## ALLIGATORS

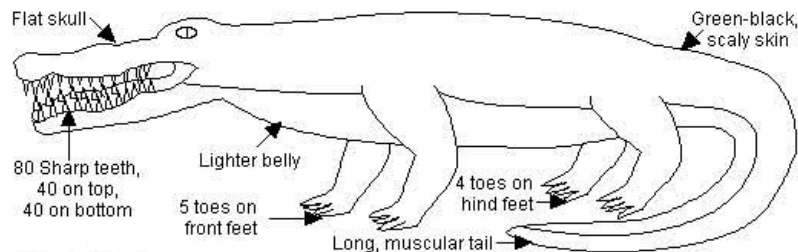
Alligators are large, meat-eating reptiles that spend a lot of their lives in the water. They mostly live in fresh to brackish water, in swamps, marshes, canals, and lakes. Alligators swim very well, mainly using their tails to propel themselves through the water, and also using their webbed feet.

### **Anatomy**

There are 2 types of alligators, the American and the Chinese. The American alligator grows up to 19 feet (3.5 m) long. The Chinese alligator grows up to 6 feet long (1.8 m).

### **Diet and Teeth**

Alligators are nocturnal and feed primarily at night. Adult alligators eat fish, birds, turtles, reptiles, and mammals. They swallow their prey whole. The alligator's conical teeth are used for catching the prey, but do not tear it apart. Alligators have about 80 teeth; when teeth are lost they regrow.



If you would like more information, visit [www.moraychildcarepartnership.co.uk](http://www.moraychildcarepartnership.co.uk) and click on Kids Section, Want to Know About, Animals.

## QUALIFICATIONS WELL DONE TO...

Congratulations to the following that have successfully completed their SVQ III accredited training:

- 🏠 Andrea Berry, Jack n Jill Pre School
- 🏠 Mary Mair, Portknockie Primary School Nursery
- 🏠 Shona Darnley, Dyke Pre School
- 🏠 Rebecca Thomas, RAF Lossiemouth Childcare Centre
- 🏠 Jackie Duncan, Sunshine Developmental Playgroup

## PROVIDER PROFILE



### **SHARON HAYWARD, MANAGING DIRECTOR, TORRIDON EDUCATION GROUP**

I have owned and managed my own business, Torridon Education Group Ltd, for 15 years since moving to the area with my husband's job. I have 2 nurseries;- Torridon Pre-School Nursery in Lossiemouth and Bishopmill Pre-School Centre in Elgin. Together they are staffed by a 12 strong dedicated professional team of Early Years Educators, Sports Coaches and Dance & Drama specialists. Alongside providing day care and education, we are also a registered centre for the Scottish Qualifications Authority and provide training & assessment of the Scottish Vocational Qualifications in Children's Care, Learning and Development. We are a busy team and work hard to ensure that the children in our care receive the best

possible start and solid foundations for life long learning.

Like many people, I became involved in childcare when I had my own children, firstly by completing the Diploma in Pre-School Practice and then becoming a County Advisor for the Pre-School Play Association in England.

Previously I was a Regional Manager for an International Hair & Beauty Therapy company with a staff team of around 200 people, so I surprised everyone by changing from a very successful career, to start a new one working with children.

When I decided to start my own nursery I knew what I wanted to achieve; a fun, stimulating education that allowed the children to express themselves and grow in confidence. I wanted the children to be able to dance and learn about languages, as well as being able to use a computer, and make &

design things through wood work. Very quickly I had a group of parents that felt the same way - Torridon Education Group was formed and I have never looked back.

I am often asked "why did you call your group 'Torridon'?" The answer is simple, it was the name of my house where the nursery was first accommodated and I had read a poem about how beautiful the mountain was, as well as the challenges that climbers faced. Looking back at the early years of my business, my husband used to call it my hobby and my sister-in-law used to bring us food parcels! If it hadn't worked out we would have lost everything, including our home. Thankfully that did not happen.

### **Hobbies**

I have dance qualifications and speak Spanish so I love sharing these with the children. Outside of work I

don't really have much time for anything other than trying to get fitter!

### **Highs of the job - there are so many**

- Building a fantastic team is definitely a high. Giving others the chance to develop by providing the right training and career opportunities.
- Having really supportive parents that share your same vision has such positive effects on the education that the children receive and certainly makes the job far more enjoyable.
- My own children are now also part of the staff team. They are both qualified Early Years Practitioners (SVQ 3 Children's Care Learning and Development). Lauren is also in her final year of the Bachelor of Arts in Child and Youth Studies. Amber has almost completed her first year of the BA Business and Management. My husband Paul is the "care taker" when he is not at his paid job with the RAF Search & Rescue Helicopters, and in his own words he is our general dogs body! So we are a real family business which is fantastic most of the time, but we do have to say "No shop talk" at the dinner table!
- At the start of this year myself and Michelle, the Head of Centre in Lossiemouth, were able to go to Denmark on a

"Nature Kindergarten" study tour. Children were learning through nature and were given freedom to experience it fully. They were able to make their own risk assessments and as a result had confidence and a passion for outdoor learning. We were with other practitioners from all over the world which enabled us to reflect on our practice. The trip was amazing and really gave us lots of ideas to develop within our centres.

- Lastly I get a real sense of achievement when the care commission award my centres grade 6 - excellent, or when Her Majesty's Inspectors call me an inspiring manager. That makes everything worth while.

### **Lows of the job**

When I was first asked to do this I thought I would be able to list loads and tell it as it really is, but when it all comes down to it, for me it is quite simple:-

- The demands on practitioners, the never ending red tape, paperwork and evidence building to prove that you are doing a really great job.
- The financial strain that is placed upon the early year's sector.
- The changing goal posts. Early Years Managers now have to complete a new degree, The BA in Childhood Practice. I have been

able to enter the degree in the final year but it still infuriates me that this new qualification is much lower than the existing ones I already have in the management of my nurseries. My daughter's degree, "BA - Child and Youth Studies", will also be no longer accepted for registration with the Scottish Social Services Council later this year. In my opinion that is crazy. Scotland will end up losing excellent managers and early years educators. A child once asked me "When does your brain get too full of all the clever things you learn"? For me I think that it is around about now!

### **Top tip**

Believe in yourself and your team. Do not be scared to try something new. Listen to the children and establish a true partnership with parents. If you want a career in the management of childcare, learn to handle stress and take up a hobby that helps you relax, then you will be fine. Most importantly, have fun. Our staff team have team building events, competitions, cake bets and dressing up days, as well as murder mystery nights. You spend a long time at work so you have to enjoy it.

## RELIGIONS OF THE WORLD - SIKHISM



Sikhism was founded in the early 15<sup>th</sup> century by a teacher called Guru Nanak. He was firmly of the belief that all people were born equal and should have equal opportunities. Guru means 'spiritual leader' and he guided his people in the way of God's will believing there was one God. There are over 20 million Sikhs worldwide and the religion is open to everyone.

After Guru Nanak there were 10 other gurus, the last of the gurus, Gobind Singh started a new brotherhood of Sikhs known as the Khalsa or 'Pure Ones'. He instructed them to wear the 5 Ks (a sort of uniform) which makes them all recognise each other as members of one community.

### The 5 Ks



The Kesh is hair. Sikhs promise not to cut their hair but let it grow as a symbol of their faith. During their lifetimes it will get very long, they wear turbans to keep it tidy. They believe that this demonstrates their obedience to God.



The Kanga is a small comb used to keep their

long hair tidy, but it is more than that, it is a symbol to remind them to keep their lives in order and 'comb' away impure thoughts.

The Kara is a steel bangle worn on the right arm. It is a closed circle with no beginning and no end - as with God there is no beginning and no end. It is a reminder to behave well, keep faith and restrain from wrong doing. Wearing it will remind a Sikh of his duties.



The Kaccha is similar to a soldier's undershorts, a loose, white cotton undergarment symbolising a high moral character and spiritual freedom. Obviously as any family would be sensitive, the Sikh family do not really like their undergarments on display to the world. When it was introduced by the Guru it was a knee length garment but recently it is shorter, more like western boxer shorts. All baptised Sikhs wear a similar item; they are loose fitting and cool in a hot climate, and remind Sikhs of their lifelong battle to do right.



The Kirpan is a warrior's sword. These days a very tiny one is worn as a



symbol of dignity and self respect. It demonstrates power and reminds Sikhs that they must fight a spiritual battle, defend the weak and oppressed, and uphold the truth.

### Customs and Festivals

Hola Mohalla, in February or March, is a time for contests when Sikhs show their skills at athletics, horsemanship and martial arts.

Baisakhi, in March or April, is New Year's Day in the Punjab.

Diwali, in October, is a festival when the story of Har Gobind, the 6<sup>th</sup> Guru, is told.

Guru Nanak's Birthday, in October or November, is an important day. The Guru Granth Sahib is carried through the streets by 5 men.

If you would like more information about this religion, visit [www.moraychildcarepartnership.co.uk](http://www.moraychildcarepartnership.co.uk) and click on Kids Section, Want to Know About, World Religions.

## SCMA

### **Childminding Easily Makes the Grade**

The Care Commission released their first grading report on 25<sup>th</sup> March 2010 which proves childminders across Scotland consistently provide high-quality, professional childcare.

The Care Commission regulates registered care facilities throughout Scotland and since April 2009 has begun grading all services to determine quality of service. All care service providers are assessed on quality related criteria and subsequently receive a grading based on each, so areas for improvement can easily be determined.

'Making the Grade', available from [www.carecommission.com](http://www.carecommission.com), confirms that childminders outshine other day-care services when inspected on criteria such as quality of care and support, quality of environment and quality of staffing. The report also notes that 1 in 3 childminding services achieved a grade 5 or 6 for EVERY theme.

Maggie Simpson, Chief Executive of Scottish

Childminding Association (SCMA) said of the report; *"I'm delighted that childminders across Scotland have continued to prove they provide consistent, high-quality childcare from their own homes. The purpose of SCMA is to provide childminders with all the support, guidance and information they need to run a successful childcare service. From the positive outcomes featured in the Care Commission's report, I think it's fair to say that both childminding and SCMA are doing very well indeed."*

Also featured in the report is a case study on childminder and SCMA member, Joanne Kitson. Joanne's childminding service was highlighted as she achieved a grade 6 in every theme, an exceptional achievement. SCMA will continue to support childminders like Joanne in order to achieve our vision:

Quality Childminding... building confident children within a family childcare experience.

### **SCMA Conference and AGM**

This year's conference is to be held at Easter Brook Hall, Dumfries. More information will be available in the next edition of Childminding. Moray has been very lucky in the past with elected members and has been well represented at a national level. This year we will be looking for a new elected member at the AGM, if you are interested you can download a briefing sheet from

[www.childminding.org](http://www.childminding.org).

### **Important Notice – Wednesday Office Base**

You can contact me by calling Moray Childcare Partnership on 01343 545368. I can be contacted between the hours of 9.30 am and 1.30 pm or why not drop in for a chat, collect resources or just for an update on childminding issues.

Out with these times you can contact me at the Buckie office on 01542 835244, please listen to the message on the answer phone as this may direct you to where I can be reached, or leave a message and I will get back to you.

## SCMA Win SURF Awards

SCMA, in partnership with South Lanarkshire Council, is delighted to announce that the South Lanarkshire Childminding Development Programme has won a SURF award.

SURF (Scotland's Independent Regeneration Network) aims to improve the health and well-being of residents in Scotland's most disadvantaged areas. SCMA's Routes to Inclusion service complements the SURF objectives well as it actively encourages and supports low income or single parent families to set up childminding businesses. The childminding business not only benefits the new childminder, but provides professional, quality childcare for other families in the area.

The judges said of the Childminding Development Programme, which has successfully created a number of new childminding businesses in areas of high deprivation: *"The project differs from normal childcare programmes in that it provides a holistic approach to childcare by providing the means for young mothers to seek employment, or further education, which they would otherwise not have had the opportunity to do so."*

More information on the

SURF Awards can be found at

[www.scotregen.co.uk](http://www.scotregen.co.uk)

## Scrutiny Bodies Newsletter from the Scottish Government

The Scottish Government has produced a series of newsletters to keep you up-to-date with all the developments on the Public Services Reform Bill. This Bill will introduce one single body for all social work and social care services, including the Care Commission.

To subscribe to the newsletter go to [www.scotland.gov.uk/Topics/Health/Scrutiny/Newsletter1](http://www.scotland.gov.uk/Topics/Health/Scrutiny/Newsletter1)

## Early Years Matters Magazine

SCMA has negotiated free access to Early Years Matters magazine for childminders. In order to gauge members interest in this publication, a random selection of members received a complimentary copy to review. This proved successful, so we can now roll out this opportunity to all childminders. If you are interested in receiving this publication, please contact Leigh McEwan, SCMA Communications Co-ordinator on 01786 434954 or email [leigh.mcewan@childmindin.org](mailto:leigh.mcewan@childmindin.org) and she will pass your details to LTScotland to action your supply.

## SCMA is Twitter-pated!

SCMA now has a Twitter site! You can keep up-to-date with all the latest on SCMA and the childcare sector by following @ScotChildmind. Check out our profile now at [www.twitter.com/ScotChildmind](http://www.twitter.com/ScotChildmind) or click on the 'follow us on Twitter' button on the SCMA website. Twitter is completely free to join and easy to use, so check it out today!

## New Care Commission Application Form

A new generic application form for anyone who wishes to register a care service has been launched by the Care Commission. This now means that anyone who wishes to register a childminding service will now complete the same form as those wishing to register other care services such as nursing homes or day care services.

The form has been brought in to match more closely with the terms of the Regulation of Care (Scotland) Act 2001. Significantly, those wishing to register a childminding service will be asked to prove their viability by providing a letter from their bank or building society.

SCMA will endeavour to provide guidance to anyone using the new application forms through our Helpline (01786 449063, Monday to Friday, 10.00 am to 4.00 pm).

## Childminding Groups Contacts

Moray Childminding Group Elgin	Susan Chambers	01343 543398
Call for information	Margaret Stuart	01343 540483
Lhanbryde and surrounding area	Karen Lamond-Lawson	01343 843104
Forres & Kinloss Childminding Group	Lucy Grant	01309 671071
Buckie Childminding Group	Sally Wright	01542 835244
Speyside Childminding Group	Carol Newlands	01340 871422
Fochabers Childminding Group	Tracy Chambers	01343 820421
Keith Childminding Group	Marie Hodge	01542 882783
Laich Childminding Group	Mary Millar	01343 812562

## MORAY CHILDCARE PARTNERSHIP – NEWS

As you will be aware, local authorities are making savings and budgets inevitably are affected. This is obviously having a knock on effect on MCP and as such there will be a few changes during the 2010 to 2011 financial year. Changes are being made to reduce our costs as much as possible; thus freeing up funds for areas such as accredited training.

- ❑ MCP will, where possible, e-mail materials instead of printing and posting. Therefore, if you change your e-mail address it would be appreciated if you could let us know.
- ❑ MCP will only be producing one Training Prospectus instead of the usual 3. First Aid, Food Hygiene and Child Protection courses will still be available. The Prospectus will, hopefully, be sent out prior to the summer holidays.
- ❑ There will be no Calendar Competition this year.

On a brighter note, MCP can assure you that you will receive the same level of service as in the past. If you would like to discuss any issues with MCP, please do not hesitate to contact the MCP office.

## DEVELOPMENT TEAM

Moray Childcare Partnership is committed to enhancing the quality of childcare in Moray and are keen to hear the views of all childcare providers. If you would like to discuss any issues with MCP, please do not hesitate to contact the office.

Moray Childcare Partnership  
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Trinity Road  
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IV30 1UE

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