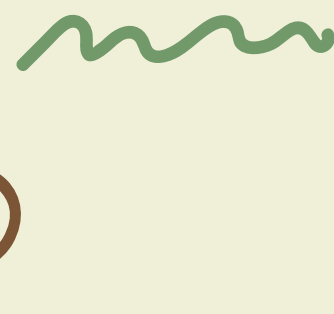




PROPOSAL LES CREUX

Community Hub, Nursery & Cafe



Les Creux will be a vibrant, mixed-use community hub in the heart of St Brelade; combining a registered full-day nursery, an affordable multi-sport events space, and a year-round serving hatch café.

It directly addresses two major gaps in the west of the island: the severe shortage of childcare places and the lack of accessible recreational and social spaces. By operating smartly, with nursery use during weekdays and community access in evenings and weekends, we'll ensure the building is used to its full potential, every day of the week.

Kindly note that this document is a duplicate version of the original proposal submitted to JPH for the Les Creux tender, on April 7th 2025.

The entire 94 page proposal originally submitted was created in just 2 weeks - so we appreciate your patience with any errors and inconsistencies. Dates referenced have obviously now passed.

IMPORTANT: it has been necessary to remove sensitive information from the document for confidentiality; including financial data and the majority of individuals and organisations names (that haven't been posted elsewhere publicly).

However, additional "post proposal" pages have been added, to illustrate further ideas developed in the months following the deadline.

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The last section of this document contains new pages highlight further ideas that developed more recently, following the initial deadline to submit a proposal by April 25.

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LES CREUX PROPOSAL

Community Hub, Sports Centre & Nursery

EXECUTIVE SUMMARY

This proposal outlines the transformation of Les Creux Pavilion into a vibrant, mixed-use Community Hub, bringing together a community centre, multi-sport events space, a year-round serving hatch café, and a full-day registered nursery; each reinforcing the other to maximise the site's impact and usage.

The existing bowling greens will be repurposed into an affordable, bookable Multi-Use Games Area (MUGA), supporting volleyball, basketball, pickleball, football, and more - with strong demand already from local clubs, families, and youth providers. Indoor spaces will host community groups, workshops, and events, available outside nursery hours to ensure the building is used to its full potential all day, every day.

The café will provide a welcoming third space, serving the park, pump track, and wider community with affordable, locally-sourced food and drinks and supporting on-site events with simple, high-quality catering.

Critically, the nursery meets an urgent need in the west of the island, where 11% of the population reside with no full time day nursery facilities. It also provides the core revenue to sustain the site long-term, enabling the community elements to remain accessible and affordable.

This proposal meets all eligibility criteria outlined within the original tender document; supporting sport, engaging the community, ensuring economic and environmental sustainability, and respecting the heritage of the park — with a clear, viable plan backed by a capable, proven team.

- Robust Financial Plan
- Strong Community Benefit
- Addressing significant social deficits
- Creating 25+ new jobs
- Highly experienced leadership

OVERALL VISION

INTRODUCTION

How to navigate this document

This document outlines the following


- An overall vision of Les Creux
- A detailed business plan for the [Community / Sports Centre](#)
- A detailed business plan for the [Nursery](#)
- A detailed business plan for the [Cafe](#)
- Appendix of supporting documents ([Job specs](#), [policies](#), [contracts](#) etc)



The Overall Vision outlines

- Our [proposal](#) to Jersey Property Holdings (rent, contract and commitments)
- General description of the [inside](#) and [outside](#) transformation
- Links to the [Bridging Island Plan](#)
- Links to the [Beautiful St Brelade Report](#)
- [Timelines](#)
- [5 Year Plan](#)
- How the proposal meets the [Evaluation Criteria](#)
- [Testimonials](#)

Each business plan outlines (in greater detail than the overview)

- 
- Demand for the service
 - Description of the service
 - Logistical and Operational information
 - Staffing & recruitment
 - Pricing / Fee structure
 - Income & expenditure reports
 - Profit & Loss reports
 - Timelines

This is a highly comprehensive document however it does not need to be consumed as a whole.

The Overall Vision section covers the essential information required, with the Business Plans and supporting document providing more in-depth, operational information to provide deeper insight and prove financial and logistical validity.

Hyperlinks are placed throughout the document for easier navigation.



OVERALL VISION

COMMUNITY COMMITMENTS

Commitments

- Install commemorative signage to recognise the contributions of Rotary Club de la Manche.
- Collaborate with Scouts Association Jersey on community events & education initiatives.
- Incorporate displays and signage on the history of Les Creux within the centre.
- Assist with the maintenance of the neighbouring pump track
- Become a central hub for Forest School and Outdoor Education projects
- Maintain close links with Jersey Heritage and the parish for historical programming.
- Offer volunteer opportunities in event delivery, grounds maintenance and clubs.
- Engage with island charities to support preservation initiatives
- Use the team's conservation experience in supporting Les Creux Park's overall maintenance
- Provide access to affordable multi-use sports courts at subsidised rates
- Clear community-first pricing strategy for all events and sports use.
- Refurbishment of bowling greens, including a Multi-Use Games Area (MUGA)
- Provide regular events for the elderly & carers.
- Collaborate with local clubs for events and community use.
- Host structured and informal sports events, leagues, and charity tournaments.
- Offer a registered, high-quality provision to address the severe local childcare shortage.
- Offer a registered holiday club for education enrichment and childcare support.
- Nursery income subsidises the sports and event centre, enabling greater public benefit.
- Deliver inclusive programming including disabled access and SEND friendly events



OVERALL VISION

TRANSFORMING LES CREUX

OUTSIDE SPACE

[For more details on renovation and operations click here](#)

Les Creux's outside space includes a paved terrace area, with two disabled access ramps, followed by two laid bowling greens each approximately 39m x 39m.

The bowling greens are surrounded by paved walkways and separated by a grass area approximately 6m wide.

This large space poses the ideal opportunity to meet the community's needs of increased recreational and educational sports facilities in conjunction with a flexible community space for workshops, events and family gatherings.

The far side bowling green is in a state of moderate disrepair and requires immediate refurbishment as it floods in poor weather. The near side bowling green is in a functional condition for the short to medium term - so can be kept as a flexible space, with the view of developing at a later date once usage data is gathered.



We propose that the far side bowling green be refurbished as the first priority, using MUGA (multi-use gaming area) modular surfacing which will allow the area to be used for a wide variety of recreational sports. This would allow for community usage at the first available opportunity, ideal for the upcoming summer months. This development then gives the opportunity for data collection to gauge community interest in a broad range of sports activities, providing insight on the longer term vision for the near side bowling green.

The nearside bowling green can be used as a flexible event space in the interim. Some remodelling is required to ensure that the surrounding concrete areas are safe and secure for all users (including removing harsh concrete edges, extending pathways for better disabled access etc) but overall the green is ready-to-use.

This space could be used as a more casual play space for children with mobile goal posts and hoops for casual sports. It is of interest to several of our collaborators for organised activities such as group sports lessons, clubs, coaching and forest school activities.

An accessible, potentially forest school led area for children to learn and play would provide an excellent supplementary provision to all aspects of the proposal.



OVERALL VISION

TRANSFORMING LES CREUX

INSIDE SPACE

[For more details on renovation and layout of inside space click here](#)

The inside area consists of 370 sqm which is made up of a large high ceiling hall area (174m²), an office (19m²), a study room (39m²), commercial kitchen (25m²), storage (9m²), bar (14m²) and two changing rooms (27m² & 32m²).

The area can be divided into three sections; the front changing room and storage room (36m²), the main areas (back changing room, hall, office and study room) and the kitchen.

During the week, the main areas can be used as a registered nursery school, a project of massive social and community impact given the severe lack of full time childcare spaces on Jersey.

At the same time, an area at the front can be reserved for community use during these same hours, and the kitchen used as a grab and go cafe service.

Robust policies and contracts will be in place to ensure hygiene and safeguarding with shared spaces



During peak community use times (evenings and weekends) the nursery can be packed away into the study room, leaving the remaining spaces free for workshops, activities, events, meetings, seminars and other such community use.

As the space is already financially covered by the nursery provision, these community spaces can be offered at a peppercorn rate to various organisations and community members to maximise access, usage and community value.

- Craft Markets
- Indoor Sports
- Seminars
- Fitness Classes
- Art Exhibitions
- McMillan Coffee Mornings
- Afternoon Teas for the elderly
- Theatre performances
- Table top Sales
- Fundraising Events
- Birthday Parties
- Art & Craft Workshops
- Social & Networking Events
- Christmas Fayres
- Youth Clubs
- Baby & Toddler Groups
- Creche Facilities
- Hobby Groups
- Support Meetings
- Charity Events
- Volunteer Meet Ups



OVERALL VISION

TRANSFORMING LES CREUX

NURSERY SCHOOL

[For a more detailed breakdown on Nursery Operations click here](#)

This proposal includes the creation of a full-day, registered nursery provision operating Monday to Friday, 7:30am–6:00pm, to address the severe shortage of early years places in the west of Jersey.

The nursery will offer high-quality, child-led care for children aged 0–5, delivered by a qualified and experienced team.

The curriculum will be rooted in play-based, developmentally appropriate learning, with a strong emphasis on outdoor education and connection with nature. Taking full advantage of its location within Les Creux Country Park, the nursery will incorporate regular sessions exploring the park's unique environment, using it as a living classroom to encourage environmental awareness, physical development, and appreciation of Jersey's natural heritage.

By combining high-quality indoor provision with rich, outdoor, nature-based learning, the Les Creux nursery will offer a unique and enriching early years experience, grounded in best practice and tailored to the local community's needs.

The Nursery will be packed away into the side room during evenings and weekends. Robust [cleaning policies](#) and procedures as well as tight [contracts](#) will be in place.



OVERALL VISION

TRANSFORMING LES CREUX

CAFE

[For more details on Cafe operations click here](#)

The proposal includes a year-round, grab-and-go cafe operating daily from [approx] 8:00am to 5:00pm, serving the nursery, park visitors, sports users, and the wider local community. The cafe will run from an existing serving hatch with outdoor seating on the terrace, offering a welcoming and accessible space for all ages, particularly teens, parents, and older residents who currently lack a casual social hub in the area.



The menu will feature freshly prepared paninis, baked potatoes, milkshakes, barista coffee, teas, and locally made gelato, with a strong emphasis on locally sourced, seasonal ingredients and eco-conscious practices. All packaging will be compostable or recyclable, with a clear commitment to reducing waste and supporting sustainable consumption.

In addition to serving everyday visitors, the cafe will cater in-house events, workshops, and community groups using the centre, helping to sustain the site while enhancing the overall experience for users. Designed as a true “third space,” the Les Creux cafe will act as the social heart of the site, a place to gather, relax, and connect.

Community events could include MacMillan coffee mornings, youth cafe, SEND friendly afternoon teas and repair cafes.



BRIDGING ISLAND PLAN

links with the 2022 - 2025 Bridging Island Plan

Strengthening Community Infrastructure and Wellbeing

- The Bridging Island Plan (BIP) underscores the need for stronger, more inclusive community facilities. Policy CI4 (Community Facilities and Community Support Infrastructure) explicitly supports developments that enhance community wellbeing, including shared-use spaces for events, social gatherings, and local services. Les Creux's multi-use proposal, encompassing a community sports/events centre with meeting rooms, and a nursery, gives parishioners access to exactly the kind of facilities the BIP advocates.
- By combining childcare provision (a full-day nursery) with a cafe and sports area, the proposal tackles two issues the BIP regularly highlights: child wellbeing and social cohesion. It bolsters the "put children first" directive in the Island's strategic aims, expanding high-quality early years provision and creating easy-to-access local social spaces.

Supporting Sports, Leisure, and Recreational Needs

- Under Policy CI5 (Sports, Leisure, and Cultural Facilities), the BIP promotes protecting and improving sports infrastructure island-wide. The Les Creux plan to refurbish disused bowling greens into a flexible multi-use games area (MUGA), and to run a year-round cafe for park visitors and sports users, feeds directly into these objectives.
- By retaining and upgrading outdoor green space rather than losing it to other types of development, the proposal also aligns with the BIP's emphasis on safeguarding open spaces that support physical and mental wellbeing.

Delivering Sustainable Development in Parish Hubs

- The Island Plan calls for a focus on "sustainable communities", ensuring smaller community hubs or local centres thrive, instead of forcing everything into central St Helier. By revitalising Les Creux Pavilion, the proposal helps St Brelade bolster its own neighbourhood facilities (e.g. the existing pump track, allotments, and Scouts area nearby).
- Transport-wise, the site's proximity to residential areas and its plan for year-round operations (nursery, sports, cafe) will encourage more walking and cycling, a goal set out in the BIP to reduce reliance on cars and promote active travel.

Meeting Community Demand for Childcare and Family Services

- The BIP highlights housing and population trends, particularly for working families who struggle with balancing commutes, childcare, and daily life. By offering a high-quality nursery (7:30am-6:00pm), Les Creux directly helps parents who need full-day childcare.
- Additionally, the bridging plan encourages joined-up use of land for overlapping community benefits. The Les Creux design integrates childcare, recreation, and social engagement in one site, improving the standard of living and addressing "gaps" in local services that the BIP identifies as a barrier to family and community life.

Enhancing Health, Wellbeing, and Social Equity

- A recurring principle in the BIP is ensuring that new or repurposed sites actively contribute to islanders' wellbeing, physical health, and mental health. By dedicating the far bowling green to flexible outdoor sports, and the main hall to wide-ranging community use in evenings/weekends, Les Creux ensures that every generation, from toddlers to seniors, can benefit.

BRIDGING ISLAND PLAN

(continued)

- The site's plan for a cafe as a "third space" also ties into bridging plan aims to create places where neighbours meet, forging social ties that reduce isolation and boost mental wellbeing. Access to nature and convenient onsite amenities is especially valuable for older adults and less-mobile residents.

Protecting and Celebrating Local Identity and Environment

- One of the Island Plan's central themes is balancing development with environmental sensitivity, ensuring that Jersey's unique landscapes remain protected. The Les Creux proposal repurposes existing structures, reduces the need for extensive new building footprints, and invests in eco-conscious modular surfaces. This approach supports the BIP's directive to conserve green infrastructure and champion sustainable building design.
- Plans to work with local heritage groups (e.g. Rotary Club recognition, Scouts collaboration, local historical displays) also match the BIP's community-first approach. Including interpretative signage or events that tie into St Brelade's history is precisely the type of "sense of place" enhancement the Plan calls for.

Contributing to the Island's Wider Strategic Goals

- The Plan's vision of "sustainable, inclusive communities" highlights that each Parish must keep evolving to meet changing demographic and economic conditions. The Les Creux mixed model, with consistent rental income from the nursery, cafe profits, and flexible event hire, ensures the site's long-term viability, avoiding underused or derelict spaces that the BIP warns against.
- Offering volunteer opportunities and possible tie-ins with charities (such as GROW Jersey) aligns with the BIP's core principle that strong communities thrive when local people are engaged, active, and working together toward shared social and environmental benefits.



BEAUTIFUL ST BRELADE

links with the “Beautiful St Brelade” report

<https://connectingcommunities.je/connecting-communitites/beautiful-st-brelade/>

. Provides a True Community Hub

- The report highlights a lack of dedicated space where residents can gather, socialise, and create new opportunities. The proposal’s plan to transform Les Creux into a mixed-use community hub (nursery, café, events space, MUGA) directly addresses this gap.

. Focus on Inclusivity Across Ages and Interests

- Beautiful St Brelade emphasises the importance of multi-generational activities and ensuring that children, teens, and older residents all have a place in parish life. Les Creux’s daily nursery, low-cost sports options, and open-event hall for families, youth clubs, and senior-friendly gatherings aligns with that aim.

. Enhances the ‘Parish Identity’ and Community Spirit

- A recurrent theme in the report is residents’ eagerness to see St Brelade’s community spirit reignited. By hosting everything from craft fairs to fitness sessions and coffee mornings, the Les Creux proposal fosters local pride and brings people together under one roof.

. Support for Volunteer Opportunities and Local Involvement

- Beautiful St Brelade calls for a volunteer scheme, community-led initiatives, and better harnessing of the parish’s skills. The proposal’s “peppercorn rate” room-hire policy and flexible hall space invite local clubs, charitable groups, and individuals with hidden talents to run sessions, volunteer, or simply connect with neighbours.

. Collaboration with Existing Networks

- The report stresses the value of linking with parish groups, schools, care homes, and organisations like Maison St Brelade. Les Creux Nursery is designed to collaborate with groups such as Nature Base, youth sports clubs, and other parish stakeholders, meeting the report’s call for more synergy between local facilities and residents’ needs.

. Improved Communication and Accessibility

- Lack of centralised, accessible information was a key issue raised. The proposal integrates digital booking systems for sports, while the café and meeting rooms serve as ‘drop-in’ points for parish events—helping the community get real-time updates on what’s happening, in line with recommendations for better parish-wide communication.

. Capitalises on Outdoor Assets and Green Spaces

- Beautiful St Brelade underscores the parish’s natural beauty and desire for more outdoor, eco-friendly activities. By proposing to refurbish the bowling greens into a versatile sports area and embedding outdoor learning for nursery children, the project leverages Les Creux Country Park’s environment, in harmony with the report’s vision.

. Long-Term Sustainability and Parish Investment

- The report identifies a need for stable, long-term resources to ensure community projects survive. The Les Creux proposal embeds a sustainable revenue source (full-day nursery) to subsidise broader community and sports use, mirroring the report’s advice on ensuring any hub can remain viable and beneficial year-round without relying solely on ad hoc funding.

. Directly Addresses ‘Hub’ Recommendations

- The report strongly recommends establishing an accessible, welcoming space for gatherings, volunteer groups, and cross-generational programmes. Les Creux answers that call by offering large indoor spaces, a cafe for informal meet-ups, ample parking, and a suitable location for parish festivities or day-to-day services.



PREVIOUS EXPERIENCE

CEO (Alderney)

December 2021 - Present

Alderney Children's Centre

Founder and Chief Executive of a community-based charity providing early years education, family support, and children's wellbeing initiatives on the island of Alderney. Responsible for strategic leadership, governance, and operational oversight of the organisation, including nursery education, forest school, and community programmes. Duties include financial management, grant writing, staff recruitment and training, stakeholder engagement, and partnership development with local authorities and community groups. Instrumental in securing charity registration, expanding services, and ensuring the long-term sustainability of high-quality childcare provision in a remote island setting.

Managing Director (Global)

June 2018 - Present

Diamond Services Ltd

Managing Director of a specialist recruitment agency providing high-quality childcare and education professionals to nurseries, schools, and private families worldwide. Oversees all aspects of business operations, including client acquisition, contract management, compliance, and international recruitment logistics. Develop and implement tailored staffing solutions for remote and high-profile households, with a focus on discretion, professionalism, and safeguarding standards. Responsible for strategic growth, financial management, and maintaining strong client relationships across the UK, Channel Islands, and overseas.

Club Leader (Jersey)

January 2022 - Present

Traditional Craft Club

Leader of a creative education initiative offering afterschool and holiday clubs that teach traditional craft and practical skills to children aged 5-12. Responsible for programme design, curriculum development, and session delivery, focusing on activities such as woodworking, natural dyeing, weaving, and outdoor firecraft. Oversee health and safety, staff coordination, and partnerships with local schools and community venues. The club promotes creativity, confidence, and resilience through hands-on learning and connection to traditional skills.

OVERALL VISION

TIMELINES

Important dates and timelines



OVERALL VISION

5 YEAR PLAN

Growth & Development

YEAR 1

Launch & Foundation

- Premises Renovation: Refurbish internal and external spaces, install café hatch, resurface the first bowling green for MUGA use, and fit out the nursery.
- Regulatory Compliance: Secure nursery registration and relevant food and events licences.
- Team Recruitment: Hire and train core leadership and operational staff (Nursery Manager, Centre Manager, Café staff, Practitioners).
- Programme Launch:
 - Open nursery for full-day care.
 - Begin MUGA bookings via Pitchbooking system.
 - Launch café with full menu and outdoor service.
- Partnerships: solidify partnerships with a range of local clubs, charities and groups.
- Marketing: Community launch campaign, local school engagement, and social media presence to build footfall and awareness.

YEAR 2

Community Consolidation

- Evaluate & Refine: Review all operations, refine timetables, adjust pricing and programming based on demand and feedback.

Outreach & Access:

- Launch subsidised or funded nursery places (if eligible).
- Introduce targeted community programmes (SEN-friendly, over-60s, youth-focused).
- Events & Activity Expansion:
 - Host seasonal community events, sports tournaments, and craft markets.
 - Begin small-scale indoor and outdoor holiday clubs.
- Financial Sustainability: Achieve breakeven point through nursery occupancy, café turnover, and court hire.



OVERALL VISION

5 YEAR PLAN

Growth & Development

YEAR 3

Growth and Development

Capacity Building:

- Expand nursery intake if appropriate.
- Add structured after-school and holiday club provision.

Green Development:

- Begin phased development of the second bowling green based on user data (e.g. additional sports space, covered play, or community garden).
- Café Evolution: Introduce loyalty schemes, theme days, and limited evening service during events.
- Volunteer & Training Pathways: Launch community volunteering programme and offer work experience placements through the café and nursery.

YEAR 4

New Services:

- Add new workshops and classes driven by community demand.
- Partner with local schools for outdoor education sessions in the park.
- Sustainability Investment:
- Explore installation of solar panels, grey water systems, and further eco-initiatives.

YEAR 5

- Established Hub: Les Creux is now seen as a core part of life in St Brelade; a trusted, well-used space for families, young people, and older residents alike.
- Recognition: Seek awards or recognition for best practice in early years, community engagement, or sustainability.



OVERALL VISION

EVALUATION CRITERIA

Support and enhancement of sports activities

Our proposal actively supports and enhances sports activities through the creation of a high-quality, multi-use recreational facility accessible to all. The plan includes:

- A professionally resurfaced Multi-Use Games Area (MUGA) on the far bowling green, designed to accommodate basketball, volleyball, netball, football, pickleball, badminton, dodgeball, and table tennis, using modular equipment for flexible setup.
- Organising regular sports events and structured programmes, including youth leagues, adult socials, coaching sessions, and charity tournaments. These will be led or coordinated a dedicated Centre Manager
- Automated, Low-Barrier booking system (via Pitchbooking) that allows for 24/7 court access, supporting both structured sport and informal community usage.
- Affordable pricing well below island averages (e.g. £10/hr for pickleball & badminton, £30/hr for basketball & volleyball), ensuring cost is not a barrier to participation.

Develop

Our long-term strategy includes data monitoring to guide future sports development on the near side bowling green and to respond flexibly to community demand. This includes exploring floodlighting, partial roofing, or dedicated league space if usage demonstrates demand.

Complement (not Compete)

The Les Creux Sports Centre will not compete with existing high-performance facilities like Les Quennevais. Instead, it complements them by focusing on recreational, educational, and inclusive sport, filling a vital gap for everyday physical activity and low-cost participation.

Collaborate

Collaborations already in place with multiple local sports groups with wide scope to onboard an even larger range of organisations.



OVERALL VISION

EVALUATION CRITERIA

Alignment with community use and engagement goals

The Les Creux Community Hub has been specifically designed to serve the broad and evolving needs of the local population. Our proposal offers a truly multi-functional space that supports inclusive access, community-led activity, and deep local engagement. Key features include:

Multi-use indoor spaces for events:

- Workshops and craft groups
- Toddler groups and baby classes
- Community meetings
- Seasonal markets and charity events
- Private hires (e.g. birthday parties, social clubs)



Volunteer & Community Involvement

- Volunteer opportunities within events and gardening/grounds upkeep
- Training and experience placements through our nursery and café
- Open dialogue with local stakeholders to shape programming and priorities over time



Services for Community

- A registered full-day nursery to support working families
- Youth-focused recreational sport and open access to the MUGA
- Targeted holiday clubs, Forest School programmes, and SEN-inclusive activities
- A café as a welcoming third space for young people, parents, and older residents



OVERALL VISION

EVALUATION CRITERIA

Economic viability and sustainability

Revenue Generation Strategies

- Full-day Nursery Provision: Operating weekdays year-round, the nursery provides the core revenue stream. Demand in the west is high due to a shortage of places.
- Sports Court Hire: The MUGA will generate income through affordable, bookable sessions for casual users, clubs, and youth organisations.
- Community Hall & Room Hire: Indoor spaces will be available for private functions, community groups, and commercial classes in the evenings and weekends.
- Café Sales: The grab-and-go café will operate 7 days a week, serving park visitors, nursery families, and sports users, and providing catering for events within the centre.



Cost Management & Sustainability

- Lean Staffing Model: Key management staff (Director, Centre Manager, Nursery Manager, Premises Manager) with the staffing model crossing departments when support is necessary.
- Low Overheads: Modular design, multi-use infrastructure, and shared space between nursery and events minimise duplication.
- Digital Systems: Booking, access control, nursery management and financial tracking systems streamline operations and reduce admin burden.
- Reinvestment Model: Surplus income from café and bookings will be reinvested into community programming and site improvement.

Funding & Partnerships

- Start-up funding will be privately sourced by the Director and supported via business lending if required.
- Future development of the near side green will be funded by revenue generated during the trialling of the far side green
- We are actively developing partnerships with local organisations, which may lead to joint programme delivery models.
- The café may also seek ethical product partnerships to enhance offer and support local enterprise.



OVERALL VISION

EVALUATION CRITERIA

Environmental sustainability

Environmentally Friendly Practices

- The café will use compostable and recyclable packaging, with a realistic no single-use plastic policy. Ingredients will be locally sourced where possible to reduce food miles and support Jersey producers. Customers will be incentivised to bring reusable cups and containers.
- Working closely with sustainability groups
- Digital-first operations (e.g. online bookings, paperless invoicing, and nursery software) will reduce unnecessary printing and admin waste.
- Modular equipment for sports and events avoids over-construction and allows for easy adaptation and repair.
- Onsite waste management will be monitored and optimised across the nursery, café, and public areas, including composting of food waste where possible.



Long-Term Maintenance and Operations

- The Premises Manager will conduct regular site inspections and preventative maintenance to reduce the risk of larger, costly repairs and extend the lifespan of all equipment and infrastructure.
- Outdoor areas will be designed with durability and ease of upkeep in mind, using weather-resistant, sustainable materials where possible.
- Lighting, heating, and appliance use will be carefully managed for energy efficiency, with future plans to explore solar or renewable options as funding permits.

Adaptability and Responsiveness

- The multi-use layout of both indoor and outdoor spaces ensures flexibility to respond to changing community needs without major redevelopment.
- Usage data and community feedback will be regularly reviewed by the Centre Manager to guide programme planning, site improvements, and environmental impact assessments.
- The near side bowling green will remain undeveloped initially, allowing for phased development based on demand and potential environmental considerations, such as green infrastructure or community gardening.



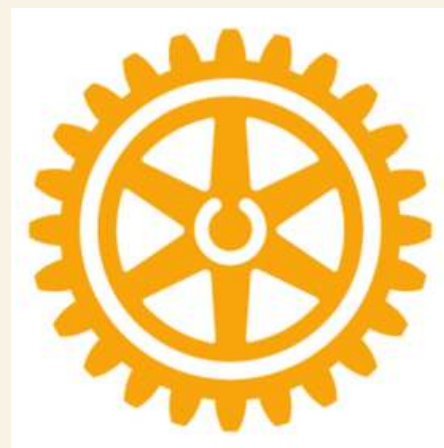
OVERALL VISION

EVALUATION CRITERIA

Commitment to environmental & historical preservation

Acknowledging Community Contributions

- The Rotary Club de la Manche, whose community planting projects have enhanced the biodiversity and appearance of the park. We plan to acknowledge this through commemorative signage and by inviting ongoing involvement in future projects.
- The Scouts Association Jersey, whose long-standing presence at Les Creux is a vital part of the park's identity. We aim to work alongside the Scouts to support joint community events and educational initiatives, promoting intergenerational learning and civic pride.



Promoting Educational & Heritage Opportunities

- We intend to incorporate displays and signage within the community centre to highlight the history of Les Creux, its transformation from farmland to a public park, and the contributions of key organisations.
- We will explore the development of heritage-focused workshops, walks, and school partnerships, possibly in collaboration with Jersey Heritage and the local parish, to bring the park's story to life for new generations.
- Educational elements could also link into the nursery and holiday club programmes, embedding environmental awareness and local history into early years learning.



Supporting Environmental Preservation

- Sustainability is a core principle of our operational model, and we are committed to low-impact, environmentally conscious practices across all areas of the site.
- Additionally, we can utilise the conservation experience of our Centre Manager, ---, who has spent over 15 years volunteering in woodland conservation projects. His knowledge and hands-on skills can contribute meaningfully to maintaining and developing the surrounding green space in a way that respects its natural and historical character.



OVERALL VISION

EVALUATION CRITERIA

Organisational capacity and experience

significantly more testimonials and references are available

The Les Creux proposal is led by an experienced and capable leadership team with a proven track record in community enterprise, early years education, events, and site management. Between us, we bring together the practical expertise, operational discipline, and community understanding required to deliver a high-quality, sustainable and socially impactful facility.

To whom it may concern.

I have no hesitation in recommending Jennifer Heald's proposal for the community project she would like to introduce.

Jennifer has led and provided an external traditional crafts club weekly since I arrived at St George's as Headteacher in September 2024.

It is regularly the most oversubscribed club with our children excited and engaged across a range of Year groups, due to the huge variety and well-planned activities that Jen introduces and leads.

Her planning is exceptional and only matched by the outstanding relationships she has cultivated with students and staff alike.

Her creativity is a huge asset to our school and I am confident that she would endeavour to use her evident skills and passions to drive an exciting project that would benefit the wider community.

Mrs Sarah Hague, St George's Prep

If anyone can get a project up and running, it's Jennifer. Her dedication to her community and her ability to sustainably create strong, people-driven projects makes her an enormous asset to her people.

Alderney's loss will be Jersey's gain, and should she be given the opportunity to build a project half as impactful as the Children's Centre there - the community will be very fortunate indeed.

States Member, Alderney

Jennifer has worked with our family for over 5 years providing tutoring and general educational support services. Her commitment to our children's education is unmatched and she has shown exceptional patience, dilligence and commitment throughout her time with us.

Client, Jersey

OVERALL VISION

TESTIMONIALS

significantly more testimonials
and references are available

Jennifer Heald - for community work and business

“My daughter Tilly-Wren is 4 and has been attending the nursery at the Alderney Children’s Centre for some time now. From day one, it’s been clear that what Jen has built here is so much more than just a childcare setting — it’s a lifeline for families. The care, the creativity, the sense of belonging... it’s all there, and it comes from Jen’s absolute dedication to doing what’s right for the community.

What really stands out is that Jen doesn’t chase profit — she prioritises people. You can see it in the way she supports parents who are struggling, how she reinvests in the space, and how she’s always coming up with new ideas to bring people together. She works incredibly hard, often behind the scenes, to keep things running — not because she has to, but because she genuinely believes in giving children and families the best start in life.

The Alderney Children’s Centre wouldn’t exist without her, and I know any future project she leads will carry the same heart and purpose.”

Katie Rumball, parent at Alderney Children’s Centre

My son Maximus is 9 and has taken part in several of the beach school sessions Jennifer has organised here in Jersey — and every single time, he’s come away buzzing. What stands out to me most is the level of thought and planning that goes into everything Jennifer does. These aren’t just ‘let the kids run wild’ sessions — they’re structured in a way that keeps children engaged, learning, and genuinely connected to their surroundings.

Jennifer has an innate understanding of what children need — freedom to explore, clear boundaries, and meaningful experiences. She brings a calm confidence that children respond to, and she meets every child exactly where they’re at. As a parent, that kind of presence is rare and hugely reassuring.

What I also really value is her deep respect for Jersey’s natural environment and heritage. The sessions weave in local knowledge and environmental awareness without ever feeling forced — it’s fun, but also rooted in something bigger.

Jennifer has a gift for creating spaces where children thrive and parents feel supported. If she’s building something new, you can be sure it’ll be well-run, deeply thoughtful, and absolutely community-centred.”

Parent in Jersey (St Clement Beach Sessions)

Sugar Hog [cafe] is literally the best place to hang out on the weekend. It’s so cool having somewhere on Alderney that actually feels like it’s made for us — the food’s great, the milkshakes are amazing, and it’s got a cool vibe. All my friends love going there. It’s just nice having a place where we can go, grab something tasty, and not feel out of place.

Customer, age 15, Alderney

I love going to Sugar Hog with my friends. The milkshakes are soooo good and the waffles are my favourite thing ever. It’s just really fun to go there after school or at the weekend and hang out. It’s nice to have somewhere that feels like it’s for us”

Customer, age 12, Alderney

OVERALL VISION

TESTIMONIALS

Jennifer Heald - for community work and business

As a parent living on Alderney, I can honestly say the Alderney Children's Centre has been one of the most valuable things for my family. My eldest son Caleb, who's 3, absolutely thrives there — he's always learning, exploring, and coming home excited to tell me about his day. And now that I have a baby, Blake, it's been such a relief knowing I have somewhere I completely trust and that actually supports parents. What makes it different is the thought and heart that's gone into it — and that's down to Jen. She's not just running a nursery; she's created a proper community hub. There's a real sense of belonging, and she constantly finds new ways to include people, whether through stay-and-play sessions, community events, or just being there to listen.

I've seen first hand how capable she is at bringing big ideas to life and making them genuinely useful for families. Whatever project Jen turns her hand to, she does it with the community at the centre of it. If she's behind it, it'll be something special — and it'll work.

Laura Baines, parent at Alderney Children's Centre

"I'm a single dad with a one-year-old son, and the support I've had from the Children's Centre has honestly been life-changing. When I first got involved with social services, I was overwhelmed and didn't really understand what was going on. The Centre helped me make sense of it all — they explained things clearly, helped me fill in forms, and made sure I knew my rights.

They've always treated me with respect, never made me feel small or stupid, and have been there when I've needed someone to talk to. It's not easy doing this on your own, but having the Children's Centre there has made it feel possible. I'm so grateful for everything they've done for me and my boy."

Anonymous, Alderney Children's Centre Service User

Before we found Diamond Private Staff, we have many problem to get good teachers for our nursery. We tried many agency but nobody understand what we need. Always problems — no experience, not qualified, or not come. Then we speak to Diamond and everything change. They listened very good, understood our culture and the type of teacher we want for our children. Very professional, fast, and always speaking honest. We now have three amazing staff from them and the parents are very happy.

Anonymous, Diamond Services Ltd Client (Riyadh, Saudi Arabia)

My child absolutely adores St George's Craft Club — it's the highlight of their week. They come home so proud of what they've made, and I'm always amazed by the level of skill involved. It's wonderful to see them learning proper, traditional crafts rather than just sticking things together. It's creative, calm, and really special.

Parent, St George's School (St Peter, Jersey)

My child has tried lots of clubs, but this is the one they never want to miss. They absolutely love getting stuck into the different crafts each week — it's hands-on, creative, and something really different. I love that they're learning real skills and not just doing the usual classroom activities. It's been brilliant for their confidence.

Parent, St George's School (St Peter, Jersey)

BUSINESS PLAN

Les Creux Sports & Community Centre

EXECUTIVE SUMMARY

The Community Events and Sports Centre at Les Creux is designed to create an inclusive hub for physical activity, creativity, and social connection in the west of Jersey.

The usage of the sports area will be heavily analysed, leading decisions for further sports development in Year 3+

The proposal includes the transformation of one disused bowling green into a modular Multi-Use Games Area (MUGA), providing affordable, bookable access to a range of sports including pickleball, netball, basketball, volleyball, badminton, dodgeball, and five-a-side football. The second green will remain flexible for outdoor events, overflow activity, and seasonal programming. All areas will be managed through an automated booking and access system, keeping the space user-friendly and cost-efficient.

Inside the existing building, the main hall and adjoining rooms will be available for community hire outside of nursery hours, accommodating everything from craft workshops and toddler groups to fitness classes, charity meetings, and private functions. The grab-and-go café will support both formal and informal use of the space, enhancing the site's role as a true third space for the community.

Low overheads (subsidised by the nursery setting) allow for highly accessible rates, significantly lower than comparable facilities

Accessibility and affordability are central to the model. With rates significantly lower than comparable facilities elsewhere on the island, the centre is committed to ensuring that all members of the community, including children, young people, and low-income families, can access high-quality recreational and social opportunities.

Through clever design, smart scheduling, and community-first thinking, the Les Creux Community Events and Sports Centre will provide a long-overdue resource for local people to connect, move, learn, and thrive.

CENTRE BUSINESS PLAN

COMMUNITY NEED

St Brelades Parishioners Voice

Julia Wycherley

Maybe some table tennis tables and badminton pitches for all ages to use? Also an indoor soft play area for toddlers with a cafe? Lots of potential for everyone. Perhaps look at what Communicare is not able to provide and fill that gap?

3w Like Reply

4



Summer Holley Parkin Lister

A community space / hub properly geared up for all ages to enjoy - Jersey Youth Service Skateboard Jersey Pro-Found PT LTD Jersey Music Association Groove Collective

Nikki Slous

Baby group in the day and something for teens after school

3w Like Reply

17



Evelyn Langlois

It should be a community venue and can easily be multipurpose. Look at St Mary's community centre. There's a nursery, a cafe, sports facilities, a youth club. Les Creux has such potential to benefit everyone. If it's a done deal and JPH are just paying lip service to keep us all sweet, then we need to protest en masses, like we did when they tried turning les Creux into a golf course. It's a perfect place for everyone to enjoy and we need to keep the pressure up to get that.

3w Like Reply Edited

9

Sue Fossey

I thought there was a consultation group looking at options for this ?

It worked well with the catering on site and a reasonably priced menu including take away on a Friday.

Just need some sports/community activities back there



Kat Milner

Youth centre for kids/ teenagers

3w Like Reply

7

Julie Rayson

I love the ideas put in comments it should be for community use what is already there including bike track and toilets and turn it into a great place to

Andy Brown

Victoria Mooney exactly. There may be room to have multi facilities that can be used by diverse demographic. So it might be a kids playground alongside some multi sport artificial surface with a community space and kitchen in the building. As an example

3w Like Reply

3



Julie Carrel

Parish Hall, cafe and youth centre. It would then become a community hub for all ages. It's such a waste as it is and is a big enough site with parking to cater for many.

26

Thelma Durbano

Needs to be used for the parishioners, young and old,

3w Like Reply

4

Judy Makin ★ Rising contributor

Yes for a community hub for both old and young, think of maybe discos for the under 18's (it could be a good fundraiser for clubs and charities) and afternoon tea parties for

increasingly more built up with fewer green spaces left. The addition of a cafe and facilities for walkers, users of the bike track etc would be great - Bowlers was always popular and respectful of the surrounding area. But as mentioned above the area is already well used by the local Community for outdoor activities too and we should continue to support these.

1w Like Reply

3

Sue Parker

I fully support the idea of a community hub in the bowling centre but am opposed to redevelopment of the fields. As others have already mentioned it is a wonderful place to exercise dogs and enjoy nature. The grass verges have abundant wildlife, the fields are not disused, potatoes and corn are grown and many birds enjoy feeding on the waste.

Aaron Proudfoot ★ Rising contributor

Just needs the old bowling hut doing up into a cafe / community hub. The rest is perfect as is tbh, it's a nice bit of open green space we can enjoy in peace.

1w Like Reply

5

The overwhelming public consensus is for Les Creux Pavilion to be redeveloped into a multi-use community hub, rather than a niche sport facility

CENTRE BUSINESS PLAN

PROJECT DESCRIPTION

Services

Les Creux Community Centre

The Les Creux site will be transformed into a vibrant, flexible Event and Sports Centre designed to meet the recreational and social needs of the local community.

OUTSIDE

- Refurbishing the disused bowling greens into a Multi-Use Games Area (MUGA)
- Sports to include basketball, netball, badminton, pickleball, volleyball, football and dodgeball
- Fitted with modular surfacing and mobile equipment
- Supported by an online booking system and secure gate access
- Opportunity for outdoor events (eg markets, shows) to be hosted in the warmer months

INSIDE

- Meeting room / Classroom available for community use during nursery provision for classes, meetings and social groups
- Hall available evenings and weekends for community events, workshops, craft markets, performances and indoor sports

A much needed hub for sports and recreation, designed to complement Les Quennevais.



St Brellade already has a fantastic hub of professional and organised support, located within less than a mile of Les Creux Country Park.

The community need lies in a mixed use sports and event space to cater for recreational and educational use

Recreation - activities done for enjoyment

Education - activities done for learning and development (eg. coaching) rather than for competition

CENTRE BUSINESS PLAN

PROJECT DESCRIPTION

OUTSIDE AREA (Sports) - Set Up / Layout

Outside Area

This large space poses the ideal opportunity to meet the communities needs of increased recreational and educational sports facilities in conjunction with a flexible community space for workshops, events and family gatherings.

We propose that the far side bowling green be refurbished as the first priority, using MUGA (multi-use gaming area) modular surfacing which will allow the area to be used for a wide variety of recreational sports. This would allow for community usage at the first available opportunity, ideal for the upcoming summer months. This development then gives the opportunity for data collection to gauge community interest in a broad range of sports activities, providing insight on the longer term vision for the near side bowling green.

Available Sports

- Pickleball Courts
- Badminton Courts
- A Basketball Court
- A Netball Court
- A 5-a-side Football Pitch
- Volleyball Courts
- Dodgeball Courts
- Table Tennis Tables



Outside Area

Court 1 (nearside bowling green - available evenings and weekends) will initially be a flat 39m² space that can be used for a wide variety of activities and events, including birthday parties, markets, shows, casual sports and coaching.

Court 2 (farside bowling green - available 24/7) will be a multi use sports area, refurbished with sports tiles, to allow various sports usage including football, basketball, netball, volleyball, dodgeball, badminton and pickleball.

Mixed Use (Court 1)

At any one time the following games could be played:

- 1 x 5-a-side football session
- Or
- 1 x Basketball or Netball session AND 3 volleyball, dodgeball, badminton or pickleball sessions
- Or
- 6 x volleyball, dodgeball, badminton or pickleball sessions

CENTRE BUSINESS PLAN

PROJECT DESCRIPTION

OUTSIDE AREA (Sport) - Set up / Layout

Existing Set Up



Proposed Set Up



CENTRE BUSINESS PLAN

PROJECT DESCRIPTION

INSIDE AREA (Community) - Set up / Layout

Inside Area

The facilities available 24/7 will include the front changing room (converted into a classroom / meeting room) and the far side bowling green (converted into a multi use sports area).

During the evenings and weekends, the dining hall area and near side bowling green will also be available.

During peak community use times (evenings and weekends) the nursery can be packed away into the study room, leaving the remaining spaces free for workshops, activities, events, meetings, seminars and other such community use.

Orange - Community Space

Pink - Café Kitchen

Green - Nursery Space

Monday - Friday 7.30am - 6.00pm



Evenings (6pm+) & Weekends



CENTRE BUSINESS PLAN

PROJECT DESCRIPTION

INSIDE AREA (Community) - Set up / Layout

Existing Set Up



Proposed Set Up



CENTRE BUSINESS PLAN

ANALYSIS

SWOT Analysis

Strengths	Weaknesses
<ul style="list-style-type: none">• Multi-use design: flexible layout allows multiple sports and events to take place simultaneously, maximising accessibility• Existing infrastructure - the pavilion and bowling greens provide a solid foundations• Collaborator interest - already engaged local organisations• Tech-drive Access - online booking and access systems reduce staffing costs and increase convenience• Social value - strong alignment with island-wide health, well-being and community	<ul style="list-style-type: none">• Initial renovation costs - upfront investment is required for resurfacing, access improvements and equipment• Weather dependency - outdoor areas may have reduced usability during winter months without further investment in lighting or shelter• Shared use complexity - managing overlap between nursery use, community bookings and sports may require tight scheduling and strong operational systems

Opportunities	Threats
<ul style="list-style-type: none">• Growing popularity of Niche sports - rising interests in sports like pickleball and dodgeball creates opportunity to host leagues and specialist events• Youth and after school programmes - offers potential to develop structured youth programmes or school partnerships• Expansion of event offerings - space can be hired for private events, birthday parties, markets and festivals	<ul style="list-style-type: none">• Ongoing maintenance needs - high-usage sports areas require continuous upkeep, deferred maintenance could impact user satisfaction or safety• Economic conditions - users may reduce discretionary spending during cost-of-living pressures, impacting private hire or event bookings



CENTRE BUSINESS PLAN

USERS & PARTNERSHIPS

Target Market

Users

- Youth charities and organisations
- Sports clubs and social groups (recreation & training)
- Personal trainers and fitness groups
- Martial Arts Clubs
- Baby & Toddler Groups
- Youth Clubs
- Local Artists and Makers
- Families (birthday parties, recreational events)
- Hobby Clubs (board gaming, knitting, sewing)
- Community Support Programmes (Addiction, Domestic support)
- Fund raisers

In just 2 weeks we have already connected with multiple local organisations to plan out the space.

Under the robust financial plan of the nursery provision, the community and events spaces can be offered at a peppercorn rate to support community engagement



CENTRE BUSINESS PLAN

MANAGEMENT & STAFFING

Management

Centre Manager

-- brings over 25 years of experience in management, leadership, and community project delivery to his role as Centre Manager at Les Creux. A qualified teacher with a background in architecture and design, -- has spent much of his career leading departments, coordinating large teams, and developing innovative, inclusive environments for the community and young people to thrive.

His extensive leadership experience includes roles as Conservation Lead, Head of Department, and Head of Year, where he was recognised for his calm authority, meticulous planning, and unwavering commitment to excellence. Alongside his professional teaching career, -- has also worked within private homes and community settings, offering STEM, sport, and art-based learning for children of all ages.

-- has worked directly with the Diamond Services Holiday Club for over two years, where he quickly became the standout favourite among children and staff alike for his creative activities, boundless energy, and structured, positive approach. His exceptional work ethic, loyalty, and attention to detail are consistently praised by employers, colleagues, and parents.

In addition to his educational expertise, -- is a skilled carpenter and practical problem solver, enabling him to contribute meaningfully to the setup and operation of multi-use spaces. He is also captain of his local volleyball club, where he organises weekly training, tournaments, and events — a natural fit for the sports-led elements of the Les Creux vision.

With a deep understanding of how to lead teams, engage communities, and deliver high-quality, inclusive programming, -- is ideally placed to coordinate the day-to-day running of Les Creux, ensuring it becomes a thriving, well-organised hub of activity for families, young people, and the wider community.

-- has dedicated over 15 years to volunteering weekly with a local conservation group, working hands-on to protect and restore natural woodland environments. His efforts have included habitat management, path clearing, wildlife protection, and leading community engagement sessions to connect people with nature. This long-term commitment reflects --'s deep-rooted values around sustainability, stewardship, and community involvement, principles that align strongly with the ethos of the Les Creux project and its focus on outdoor space, biodiversity, and environmental responsibility.



CENTRE BUSINESS PLAN

OPERATIONS

Booking, logistics, administration

The Community Centre at Les Creux will operate as a dynamic, multi-use facility designed for maximum accessibility, efficiency, and community value. The centre will be coordinated by the **Centre Manager**, supported by the wider leadership team, and underpinned by robust systems to ensure smooth, staff-efficient operations.

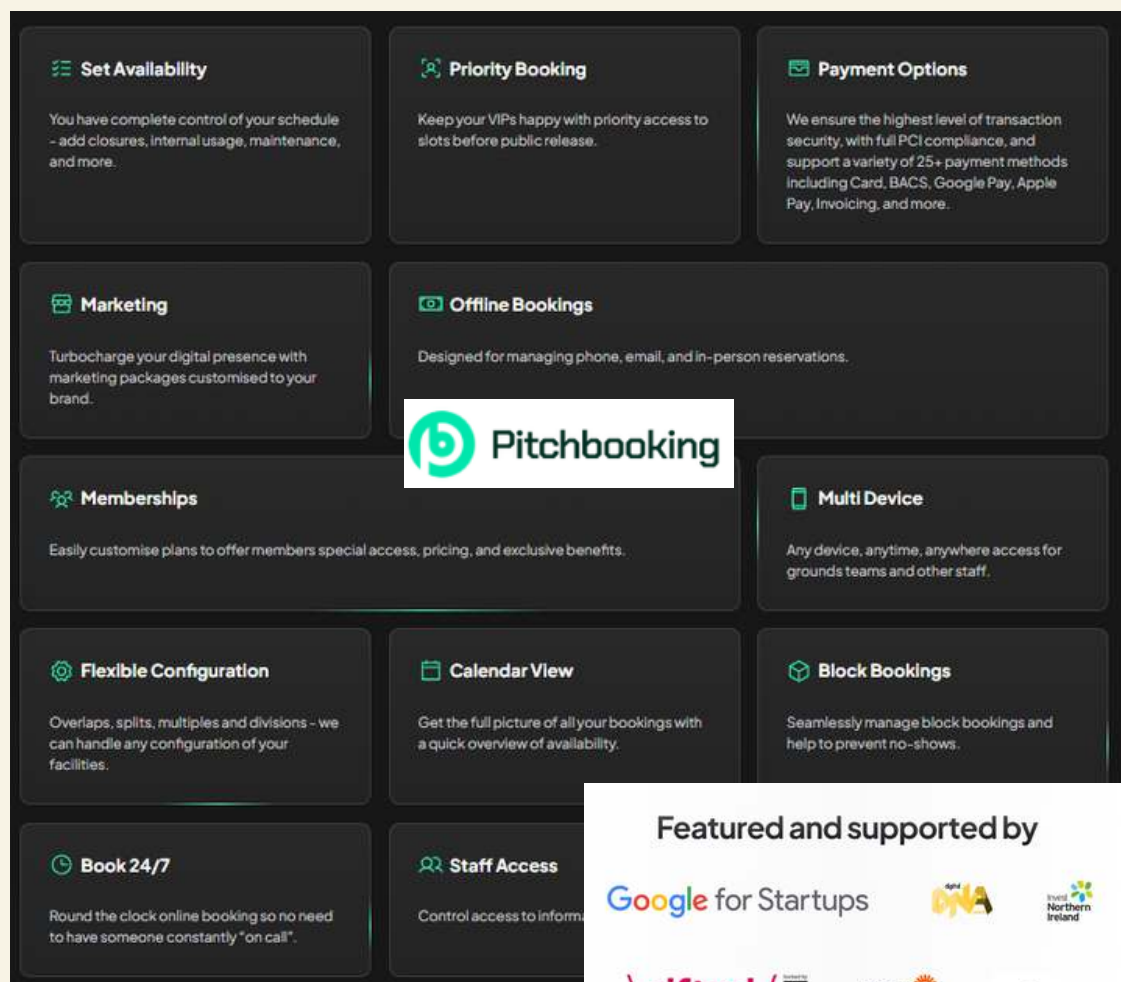
Booking & Access

All indoor and outdoor spaces will be managed via an integrated online booking system, accessible via web and mobile. This will allow users to view availability, book sessions, and make payments securely. For the outdoor MUGA, access will be controlled via an automated gate system, linked to booking confirmations and issued PIN codes, allowing for safe, convenient, and staff-free entry for regular and ad-hoc users.

Indoor spaces, including the hall and meeting rooms, will also be bookable for events, classes, and private hire. A keyholder system will be in place for trusted regular users, while ad-hoc hires will be managed in person by the Centre Manager or designated staff during working hours, or by scheduled key collection for evening and weekend use.

Implementing a robust online booking system like Pitchbooking will streamline the scheduling and management of Les Creux's Sports and Events Centre. This platform allows users to view real-time availability, make reservations, and process payments securely online, reducing administrative workload and enhancing user experience.

By integrating Pitchbooking, we can ensure a seamless, accessible, and professional service for all community members and organisations utilising the centre. Indoor spaces, including the hall and meeting rooms, will also be bookable for events, classes, and private hire.



The Pitchbooking feature grid includes the following items:

- Set Availability**: You have complete control of your schedule - add closures, internal usage, maintenance, and more.
- Priority Booking**: Keep your VIPs happy with priority access to slots before public release.
- Payment Options**: We ensure the highest level of transaction security, with full PCI compliance, and support a variety of 25+ payment methods including Card, BACS, Google Pay, Apple Pay, Invoicing, and more.
- Marketing**: Turbocharge your digital presence with marketing packages customised to your brand.
- Offline Bookings**: Designed for managing phone, email, and in-person reservations.
- Memberships**: Easily customise plans to offer members special access, pricing, and exclusive benefits.
- Multi Device**: Any device, anytime, anywhere access for grounds teams and other staff.
- Flexible Configuration**: Overlaps, splits, multiples and divisions - we can handle any configuration of your facilities.
- Calendar View**: Get the full picture of all your bookings with a quick overview of availability.
- Block Bookings**: Seamlessly manage block bookings and help to prevent no-shows.
- Book 24/7**: Round the clock online booking so no need to have someone constantly "on call".
- Staff Access**: Control access to inform...

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CENTRE BUSINESS PLAN

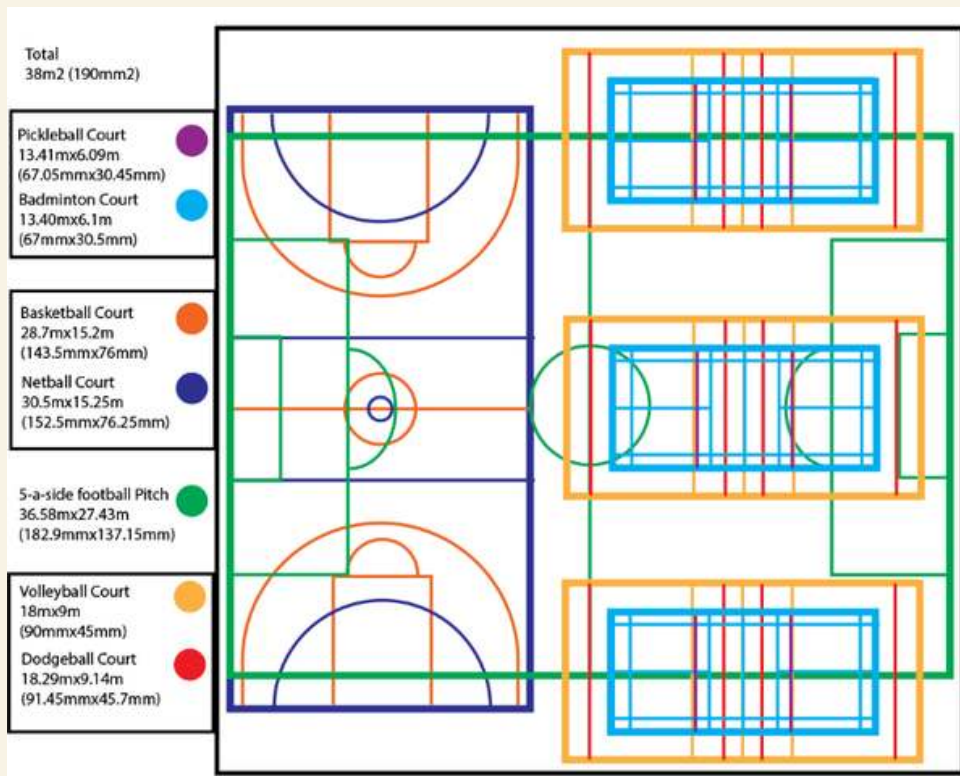
OPERATIONS

Booking, logistics, administration

Space Allocation

The outdoor sports court will be marked for multiple sports, with moveable goals, hoops, and nets stored securely onsite. Clear timetabling will ensure organised sessions (e.g. netball training, volleyball matches) do not clash, while also preserving space for casual use and youth programming. Indoor spaces will be scheduled with a similar approach, balancing community bookings, commercial hires, and one-off events, all coordinated by the Centre Manager using digital scheduling tools.

Peak community usage (evenings and weekends) will be prioritised for events, clubs, and hire groups, while weekday availability will focus on schools, youth groups, and community organisations. The nursery will vacate the main hall by 6pm each weekday, with equipment stored compactly in the adjacent study room to allow immediate evening use.



User Facilities

Users of the outdoor areas will have access to the neighbouring public toilets.

The cafe can develop a sport-friendly menu with protein shakes, electrolyte drinks and high-protein snacks should there be a demand

CENTRE BUSINESS PLAN

ADMINISTRATION

Booking, logistics, administration

Staffing & Oversight

The **Centre Manager** will be present during core operating hours to coordinate events, manage bookings, and liaise with users. They will also monitor usage data, gather feedback, and ensure health and safety procedures are consistently followed. Site security and cleanliness will be maintained by the Premises Manager, who will also carry out regular inspections, repairs, and layout changes as needed.

For out-of-hours hires, automated access, clear user agreements, and CCTV surveillance will ensure responsible usage. The system is designed to be highly efficient, with minimal overhead, while still offering a professional, responsive service to all users.

Maintenance & Equipment

All equipment — including goals, nets, hoops, and sports markers — will be mobile, durable, and stored securely when not in use. The Premises Manager will be responsible for regular maintenance of both facilities and equipment, ensuring all areas are safe, clean, and ready for use. The outdoor court surfacing will be reviewed periodically, with long-term resurfacing needs informed by user data and wear patterns.

Monitoring & Development

Usage trends, community feedback, and income reports will be monitored continuously to ensure the centre is meeting local demand and operating sustainably. After 18–24 months of operation, this data will inform decisions regarding the future use of the near side bowling green and potential enhancements such as lighting, covered areas, or additional indoor space.

Fees

Fees (Events)

	hourly	half day	full day	evening
Events Hall	£25	£80	£140	£50
Meeting Room	£15	£30	£50	£25
Court 1 (Events)	£25	£80	£140	£50

CENTRE BUSINESS PLAN

MARKET ANALYSIS

Pricing

Competitor Fees

	sport	£ per hour (off peak)	£ per hour (peak)
Island Padel	Padel	£23	£30
Active Jersey (States)	Badminton	£12.30	£12.30
Active Jersey (States)	Volleyball / Basketball	£49.50	£49.50
St Clement Tennis	Tennis	£14	£14
St Clement Tennis	Pickleball	£14	£14
Active Jersey (States)	Pickleball	£14	£14

A commitment to affordability

Access to recreational sport should never be limited by income. At Les Creux, we would be committed to ensuring that cost is not a barrier to participation, particularly for children, young people, and families already underserved in the west of the island. With local court hire rates ranging from £14 to nearly £50 per hour, many community members are priced out of regular play. By setting our rates at £10 per hour for badminton and pickleball, and £30 per hour for volleyball and basketball, we aim to create a genuinely inclusive, affordable facility that promotes physical activity, social connection, and wellbeing for all — not just those who can afford a premium.

Our Fees	£ per hour
Badminton	£10
Volleyball	£30
Basketball / Netball	£30
Pickleball	£10
5 a side Football	£40



CENTRE BUSINESS PLAN

TIMELINES

Important dates and timelines

1st May 2025	● Order surface. Begin landscaping	PLANNING PERMISSION - 0 weeks (Property already holds Class H)
1st May 2025	● Order flooring	
1st May 2025	● Begin internal painting & general repairs	ORDERING EQUIPMENT- 4 weeks
15th May 2025	● Surface arrives, start installation	RESURFACING & LANDSCAPING - 6 weeks
20th May 2025	● Start flooring	FLOORING - 2 weeks
5th June 2025	● Complete flooring	PAINTING & REPAIRS - 4 weeks
15th June 2025	● Order equipment	
1st July 2025	● Internal painting & repairs complete	
1st July 2025	● Equipment arrives. Surface and landscaping complete	
8th July 2025	● Set up booking system	
10th July 2025	● Install CCTV	
15th July 2025	● Open doors!	

Opening
Mid July



BUSINESS PLAN

Les Creux Day Nursery

EXECUTIVE SUMMARY

Mission

To create a high quality, sustainable nursery with embedded Forest School practice

Vision

To address the critical shortage of early years childcare places in Jersey & enrich early years education with nature based learning

Jersey is facing a critical shortage of registered early years childcare spaces, with significant pressure on families across the island and particularly in the west, where options are increasingly limited. The recent closure of the Quennevais nursery has further exacerbated this issue, leaving a major service gap in an area already underserved for early years provision.

The proposed nursery at Les Creux directly addresses this need by establishing a full-time, high-quality, registered early years setting operating Monday to Friday from 7:30am to 6:00pm.

The nursery will utilise a well-zoned indoor space for core activities, with flexible storage solutions allowing the premises to be used for wider community benefit in evenings and weekends. The nursery will embrace Forest School Principles and base its curriculum outdoors as much as possible to utilise Les Creux's beautiful natural surroundings.

As well as meeting urgent childcare demand, the nursery will form the financial and operational cornerstone of the wider Les Creux Community Hub, ensuring a sustainable income stream that enables the ongoing delivery of community services, sports activities, and inclusive events.

"The first five years shape a lifetime—invest in early education, and you invest in the future."

NURSERY BUSINESS PLAN

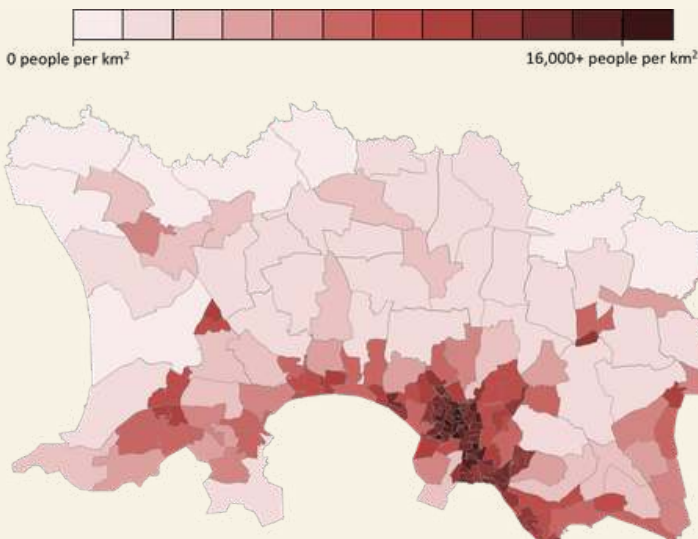
DEMAND

St Brelade



Above is a custom map showing all existing provisions on the island.
BLUE - full time care, YELLOW - Over 2s only and/or Term Time only, RED - Les Creux.

Below is a population density map for Jersey (from 2021 Census)



11% of the island's population live in St Brelade. Yet there is no childcare provision in the parish for Under 2s & only 1 part time provision for Over 2s

NURSERY BUSINESS PLAN

DEMAND

Creche



Pressing local issues solved

The recent public call to reinstate the crèche at Les Quennevais Sports Centre highlights the ongoing and unmet need for childcare-linked recreational facilities in the west of the island.

As reflected in Heidi Baker's public petition and the testimonies of both parents and fitness professionals, access to reliable childcare directly impacts not only parents' physical health but also their mental wellbeing and social connection. Les Creux offers an opportunity to respond to this very real community need — by embedding a registered nursery alongside sports facilities and a community café, we remove the childcare barrier altogether. Parents can attend fitness sessions, community events, or simply enjoy outdoor space knowing their children are safe and cared for on-site. Where government provision has retreated due to staffing or cost issues, Les Creux steps forward with a sustainable, privately managed alternative — one that supports families holistically and empowers them to thrive.

A stand alone creche (at Les Quennevais or elsewhere) is not an economically viable business model due to high labour and overhead costs, strict regulatory requirements and low income stability.

NEWS

Home | InDepth | Israel-Gaza war | War in Ukraine | Climate | UK | World | Business | Politics | Culture

UK | England | N. Ireland | Scotland | Alba | Wales | Cymru | Isle of Man | Guernsey | Jersey | Local News

Calls to reopen Jersey sports centre crèche

People are calling on ministers to consider reopening a crèche at Les Quennevais Sports Centre to help parents of young children enjoy more regular exercise.

The centre in St Brelade used to have childcare facilities but they closed permanently during the pandemic.

Heidi Baker, who has an eight-month-old son, has set up an online petition hoping to demonstrate public support for reinstating the service.

Minister for infrastructure, Andy Jehan, who also has responsibility for sport, says he will meet the petition organisers and supporters, but said the previous crèche made "significant losses" and struggled to get staff.

<https://www.bbc.co.uk/news/articles/cx045g07vdyo>



The Solution

A registered nursery provision operates under set staff : child ratios which are rarely fully maximised due to fluctuating schedules and the requirement for surplus/buffer staff.

It would be completely feasible to establish an ad-hoc booking system for families to book creche slots, facilitated within the existing nursery set-up, to maximise the staffing ratios and allow affordable, flexible short-term childcare solutions for parents such as Heidi Baker (news article) to access either Les Creux's proposed sports facilities or travel the short distance to Les Quennevais' establishment.

NURSERY BUSINESS PLAN

DEMAND

Island-wide



Demand

In December 2023, it was estimated that there was a total of 5,890 registered childcare places with "childhood settings" (ie. part time or short term care) accounting for 3,780 (64%) of these. Only 1,430 (24%) of these places are provided by nurseries.

Only 33% of nurseries reported some capacity to care for additional children, with only 13% having any vacancies for children under 2 years old.

Many providers commented that whilst their figures showed they currently had some capacity to care for additional children, this was because spaces were reserved for children that would be starting with them imminently.



Comparison to Guernsey

In 2023, there were estimated to be 196 early childhood education and care providers in Jersey. Whilst around 130 of these providers are thought to offer education to pre-school children, only 27 are "group settings" (ie. nurseries) offering regular care and only 3 providers are thought to offer wraparound or holiday cover for children of preschool age. For comparison, there are 27 group settings in Guernsey - which has a population just 65% that of Jersey.



NEWS

Home | InDepth | Israel-Gaza war | War in Ukraine | Climate | UK | World | Business | Politics | Culture

Childcare shortage 'impacting women's ability to work'

<https://www.bbc.co.uk/news/articles/cx045g07vdyo>

A "perfect storm" has led to a shortage of childcare provision in Jersey which is preventing women from joining the workforce, a charity has said.

Since the pandemic, the number of qualified nannies in the island has dropped from 60 to 37, the Childcare Trust said.

Meanwhile, nursery closures and issues around recruitment have also led to a shortage of places, it added.

Charity director Fiona Vacher said Jersey's waiting list for childcare had gone "off the scale".

She added: "This is impacting on women's ability to join the workforce.

"We are forever speaking to parents who are desperate beyond belief to get their child into nursery."

Ms Vacher said "a few nurseries" had closed, leading to a reduction in places across the private sector.

Combined with higher demand and a diminishing childcare workforce, she said it was a "perfect storm".

"In terms of the workforce and the availability of qualified staff this is probably the worst we've seen, it's certainly the highest pressure we've got in the childcare sector," she said.

PROJECT DESCRIPTION

Services



Les Creux Day Nursery

- Full nursery provision for ages 6 months to 5 years
- Based in Les Creux Country Park
- Leaning on outdoor learning and nature play
- Open 7.30am to 6pm, Monday to Friday
- Open all year (51 weeks, exc. xmas and bank hols)
- Provides breakfast, lunch and dinner for all children
- Provides healthy snacks
- Child led education based on EYFS
- Ad hoc creche service
- Fully registered and compliant with CYPES regulations
- Offering NEF (Nursery Education Fund hours)

Jersey has a severe shortage of full day early years provision

“Feedback received from [the financial services] sector was the demand for nursery places ... that reflect the working day.”

Early Years Plan, Nov 2024

NURSERY BUSINESS PLAN

ANALYSIS

SWOT Analysis

Strengths	Weaknesses
<ul style="list-style-type: none">• Extended Hours & Year Round Operation Open from 7.30am to 6.00pm 51 weeks of the year• Strong Market Demand Childcare shortages in Jersey ensure a steady flow of registrations and bookings• Experienced Leadership Director with a strong background in early years education and business management• Potential for Expansion Scalable business model with room for growth• Additional Revenue Streams Opportunities for wraparound care, specialist sessions and holiday clubs	<ul style="list-style-type: none">• High Initial Costs Requires upfront investment in premises, staff and equipment• Regulatory Challenges Strict compliance with <u>Early Years Statutory Requirements</u> can cause delays or additional costs• Staffing Issues Recruiting and retaining experienced childcare professionals can be difficult, particularly in an island environment• Brand Recognition As a new nursery, it will take time to establish a strong reputation and trust within the market

Opportunities	Threats
<ul style="list-style-type: none">• Expansion to Larger Premises Potential to increase capacity due to high market demand• Wraparound Care Services Before and after school care could increase revenue streams and community value• Government Funding Nursery Education Fund offers support for parents to access preschool childcare• Technology Integration Using nursery management software (FAMILY) to streamline administration and communication	<ul style="list-style-type: none">• Economic Downturns A recession or economic instability may reduce demand for childcare• Regulatory Changes New policies or restrictions could increase compliance costs or impact operations• Staff Shortages The early years sector already struggles with staffing and recruitment could become difficult• Rising Operational Costs Inflation, higher rent, or increased wages could impact profitability



NURSERY BUSINESS PLAN

MARKET ANALYSIS

Target Market

Working Families

Les Creux Day Nursery would cater to working families in Jersey, particularly those in St Brelade and surrounding areas, who require high-quality, full-day childcare for children aged 6 months to 5 years. The nursery's flexible, structured, and education-focused approach will appeal to parents who value both early childhood development and convenience.

**High Employment Rates =
High Demand**

In Jersey, 81% of the working population is employed, underscoring the demand for reliable childcare services to support working families.

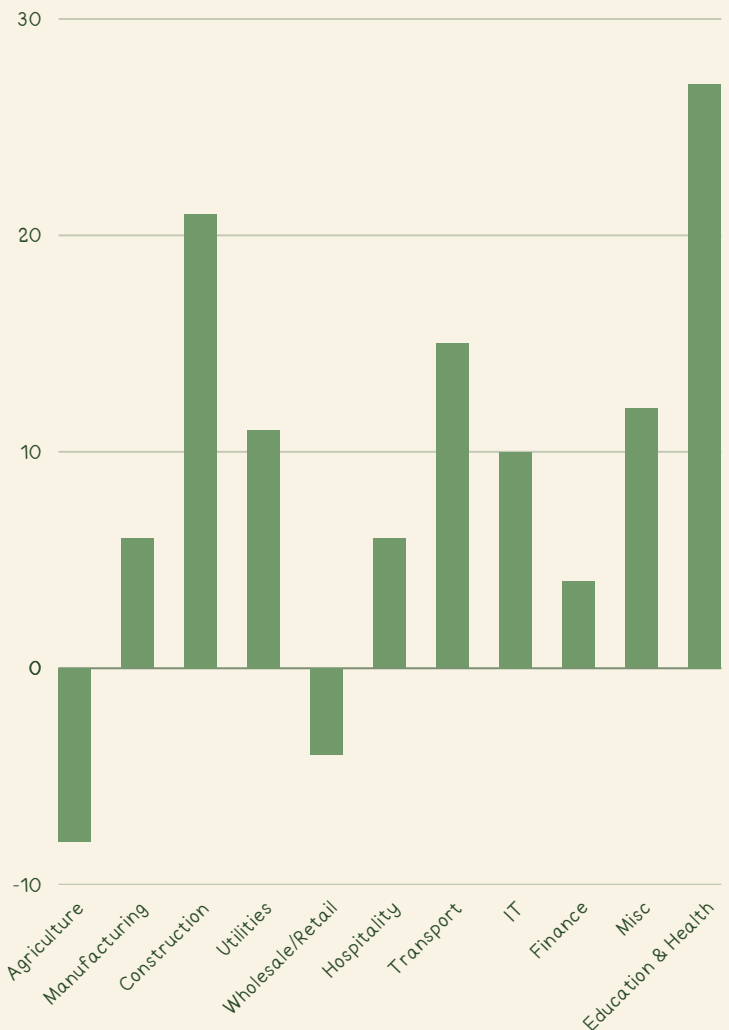
2021 Jersey Census

Increase in workforce

The chart to the left shows the percentage increase in jobs, by sector, in 2022 compared with 2013.

The employment rate in Jersey is high (81%) and significantly above that of the UK (75.1%). The average for countries in Europe being 67.9%.

Employment rate for women is high at 77%.



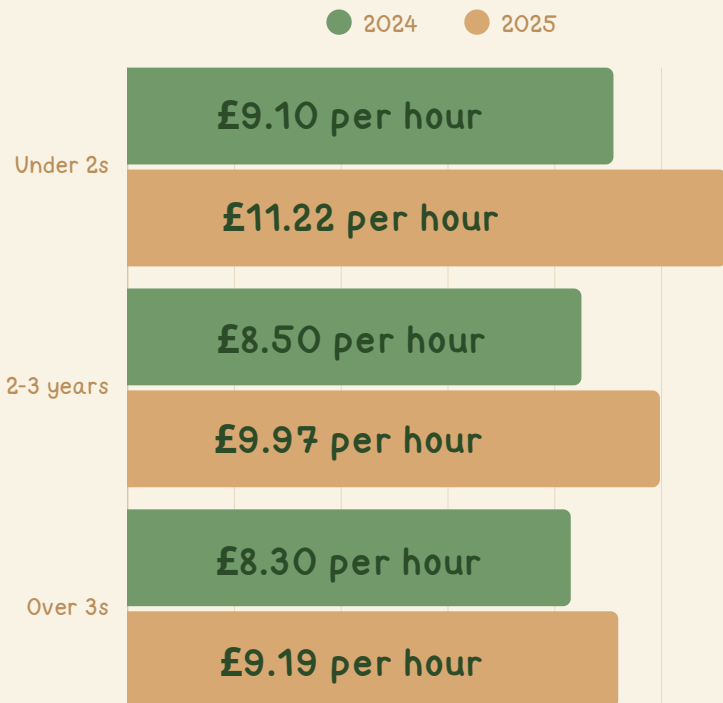
NURSERY BUSINESS PLAN

MARKET ANALYSIS

Pricing & Ratios

Average Fees

In December 2023, 4Insight found that the mean hourly fees charged by nurseries was £9.10 per hour for Under 2s, £8.50 per hour for 2-3 year olds and £8.80 per hour for children over 3 years old. However, market research in January 2025 shows that fees have risen to £11.22 for Under 2s, £9.97 for 2-3 year olds and £9.19 for Over 3s.



Ratios

Jersey regulations require specific staff to child ratios .

Children aged under 2 years: 1 staff member per 3 children

Children aged between 2 and 3 years: 1 staff member per 4 children

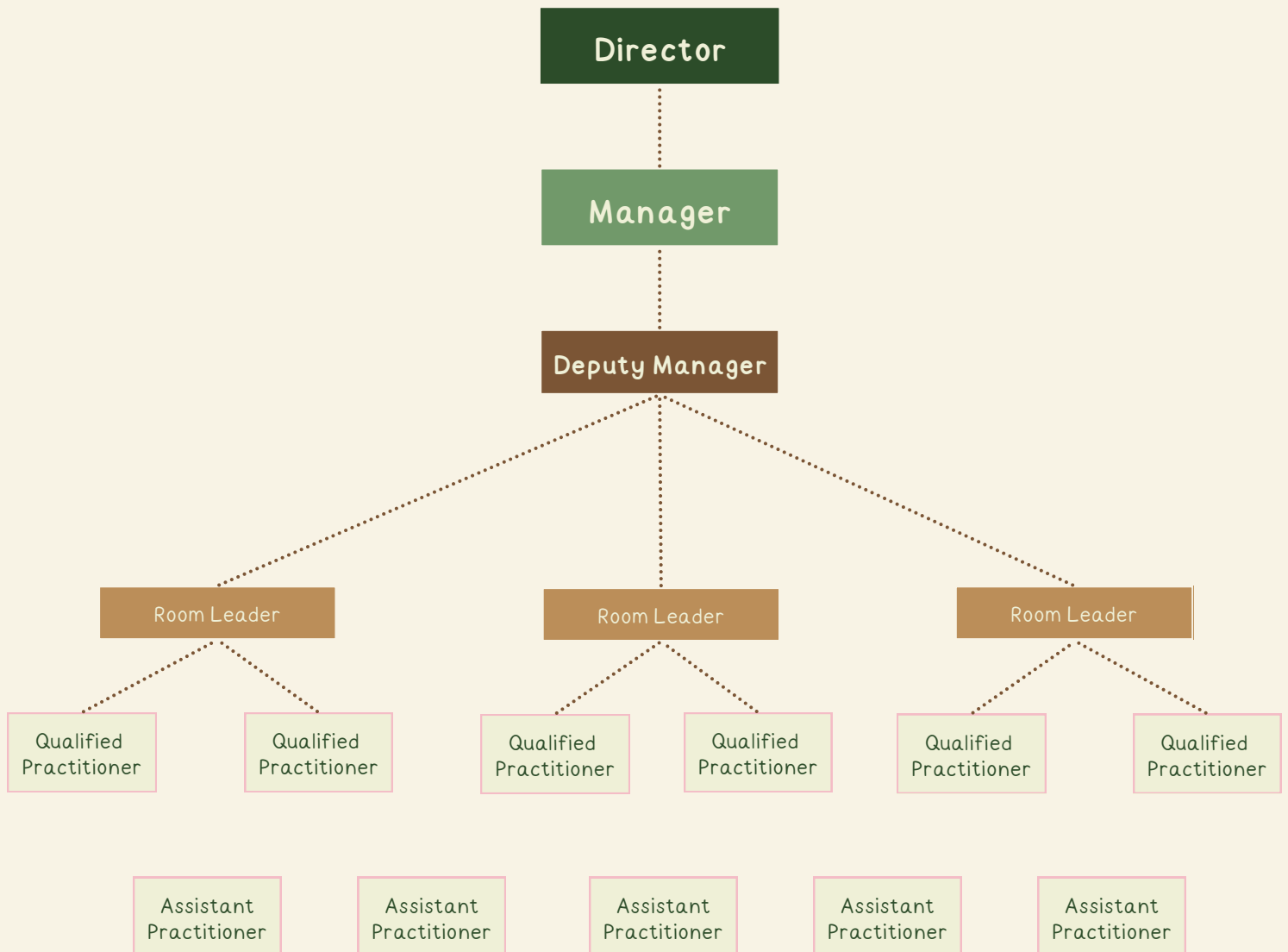
Children aged over 3 years: 1 staff member per 8 children (or 10 if staff has QTS)

	Capacity (100%)	Min Staff	Capacity (66%)	Min Staff
Under 2s	9	3	6	2
2 - 3 years	12	3	8	2
Over 3s	24	3	16	2
TOTAL	45	9	30	6

NURSERY BUSINESS PLAN

MANAGEMENT AND STAFFING

Staff Structure



To retain a competitive edge and increase staff retention, Les Creux would pay a higher than average salary for every member of staff. In 2023, only 53% of nursery settings paid the Living Wage or higher to their staff (£12.13ph at the time). In April 2025, minimum wage increases to £13ph.

NURSERY BUSINESS PLAN

MANAGEMENT AND STAFFING

Recruitment

Our recruitment strategy for the new nursery is highly cost-effective due to the Director's established presence in the early years recruitment industry. As the Managing Director of Diamond Services Ltd, a specialist childcare and education recruitment agency, the Director has extensive experience sourcing qualified candidates for nurseries, including those in remote and challenging locations.

We have already demonstrated our ability to recruit successfully under difficult conditions, having staffed our nursery in Alderney—an offshore location with a significantly smaller talent pool. Despite the inherent recruitment challenges, we have consistently secured high-quality staff, showcasing our ability to attract, vet, and place the right candidates.



Our well-established network within the early years sector provides a strong foundation for recruitment. We maintain active relationships with nurseries across the UK, are connected with specialist early years advisors, and have a robust database of potential candidates. This allows us to directly source staff from a wide talent pool without the need for costly external recruitment services.

Additionally, our position within the industry enables us to stay ahead of emerging workforce trends, ensuring that we attract not just qualified candidates but professionals who align with our ethos and approach to early years education. By leveraging our industry presence, proven recruitment capabilities, and established networks, we can efficiently staff the nursery with high-calibre practitioners while keeping recruitment costs minimal.



NURSERY BUSINESS PLAN

TRAINING

Training; mandatory and CPD

SAFE-GUARDING

All Staff

All staff must complete mandatory CEYS approved safeguarding training and refresh annually. This is provided free of charge by the Safeguarding Partnership Board.

FIRST AID

On site at all times

At least one member of staff on site at all times must hold a Paediatric First Aid certificate. It is recommended that 50% of staff have this training. Renewed every 3 years. Our Director will be accredited to provide this training and we strive to have all staff trained.

EARLY YEARS QUALIFIED

50% of staff

At least 50% of staff in attendance must hold a Level 3 early years qualification or higher, with the Manager requiring a Level 5 qualification. Highlands college provides CACHE Level 2 and 3 training and our Director will be accredited to deliver CACHE Level 3 training directly.

FOOD HYGIENE

All staff handling food

All staff that handle food must hold a Level 2 or higher Food Hygiene certificate. These certificates start at £18 and can be completed online. All staff will complete this training as standard.

CPD

All staff

We have budgeted £400 per staff member per year for CPD. Organisations such as JEYA and the Early Years Alliance offer affordable (often free) CPD training opportunities



NURSERY BUSINESS PLAN

TRAINING

CPD: continued



Budget

£400 EACH

A generous budget of £400 per staff member per year has been applied to all financial projections. This would either cover a full accredited Level 2 or Level 3 diploma (over 2-3 years) or a series of high level CPD training

Online Training

FREE

There is a huge amount of free online resources for continuing professional development in the early years industry. Provides include Alison, Kinderly, TTS, Early Excellence and a wide range of courses via States of Jersey and UK Gov.

Insurance package deal

INCLUDED

Multiple insurers (such as NDNA and EYA) provide free access to their large CPD databases for their clients or, alternatively, at a small annual subscription if your insurance provider is elsewhere.

Online Resources

SUBSCRIPTION SERVICES

Websites such as Twinkl and TES provide large databases of resources, including worksheets, activity plans, paperwork templates and CPD training material for a low (circa £100-£200 per year) fee.

On site training

IN HOUSE

Our director is currently studying to become an accredited trainer, allowing us to offer on site/in house training catered to our exact requirements. This will include mandatory training such as paediatric first aid and Level 3 childcare qualifications.

NURSERY BUSINESS PLAN

OPERATIONS

Child numbers, ratios and staff requirements

Staff Hours

Opening hours are 7.30 - 6.00pm, Monday to Friday (52.5 hours per week, per space)

Staff contracts will be 40 hours per week.

Workforce should include ratio staff x ~33% buffer Eg. 9 staff = 12 staff

100% occupancy: $(52.5 \times 13) = 630$ staff hours per week / 40 work hours = 15.75

66% occupancy (contingency): $(52.5 \times 8) = 420$ staff hours per week = 10.5 staff

Staff member	100% occupancy	66% occupancy
Manager	1	1
Deputy Manager	1	1
Room Leader	3	3
Qualified Practitioner	6	3
Assistant Practitioner	5	3

Space per child

Jersey regulations require minimum space per child in nursery settings.

Children Under 2: 3.7m² / 39.8sqft per child

Children aged 2 - 3 years: 2.8m² / 30sqft per child

Children aged over 3 years: 2.3m³ / 24.8sqft per child



NURSERY BUSINESS PLAN

TIMELINES

Important dates and timelines

PLANNING PERMISSION - 13 weeks

RECRUITMENT - 4-12 week notice periods

PRE-REGISTRATIONS - invite clients' expression of interest

CONFIRMATION - take registration fees and confirm all bookings

FINALISE REGISTRATIONS - take deposits

FEES - 1 month in advance



Reg fees paid
(end June)

Child deposits paid
(mid. July)

First month's fees
paid (end July)

Opening
(August)

● Planning Permission
(May - July)

● Renovations
(June - July)

● Pre-registrations
(June)

● Start Recruitment
(June/July)

● Confirm bookings
(July)

● Buy Resources
(July)

● Finalise Registrations
(End July)

●

●

NURSERY BUSINESS PLAN

VISION BOARD

Nursery @ Le Creux



BUSINESS PLAN

Les Creux Cafe

EXECUTIVE SUMMARY

The Les Creux Café will operate seven days a week from 8:00am to 5:00pm, serving as a vibrant, accessible food and social outlet for the local community. Run from a dedicated serving hatch with outdoor seating on the terrace, the café will offer a thoughtfully curated menu featuring tea, barista coffee, paninis, milkshakes, fresh gelato, baked potatoes, and locally made products — with a focus on fresh, seasonal, and responsibly sourced ingredients.



Designed as a true third space, the café will provide a welcoming environment for families dropping off at the nursery, teens and young adults using the nearby pump track, Scout groups, community event attendees, and casual park visitors. By offering high-quality food at reasonable prices in a relaxed, outdoor setting, the café fills a long-standing gap in informal community facilities in the west of the island.

"Third places are nothing less than the heart of a community's social vitality and the grassroots of democracy."

Ray Oldenburg, *The Great Good Place*



CAFE BUSINESS PLAN

BENEFITS

Community Need

Introducing a café at Les Creux would be a vital component of creating a welcoming, inclusive, and community-driven space. Positioned to operate year-round from a serving hatch with outdoor seating, the café will provide both a social anchor for the site and a practical amenity for all who use the area.

Firstly, the café offers a much-needed third space; a neutral, informal environment that is neither home nor work/school, which plays a crucial role in community cohesion, mental wellbeing, and youth engagement. In an island increasingly dominated by transactional spaces, third spaces give people a reason to dwell, connect, and build relationships. For parents attending the nursery, families enjoying the park, or volunteers supporting events, it becomes a place to pause and connect. For older children and young adults, often the most overlooked demographic in community planning, it provides a safe, unstructured social setting that doesn't require them to spend heavily or "move on."



With close proximity to both the pump track and the Scout Hut, the café becomes a natural drop-in point for teenagers and youth groups who currently lack suitable hangout spaces in the west of the island.

Operationally, the café will be lean and efficient, offering a grab-and-go menu from the existing kitchen infrastructure, with outdoor seating encouraging lingering without occupying limited internal floor space. It will also serve a dual function by catering for community events held within the centre, whether that's coffee for a morning toddler class, refreshments for a weekend craft fair, or catering for a private hire event or training session.

Finally, it provides a stable supplementary income stream for the centre, enhancing the sustainability of the entire project while modelling ethical, community-first enterprise. Whether serving a hot chocolate to a muddy child fresh from the pump track, or fuelling volunteers running an event in the hall, the café will embody what Les Creux is all about; local people, gathering together, in a space designed for them.



CAFE BUSINESS PLAN

PROJECT DESCRIPTION

Services



The café at Les Creux will serve a simple, high-quality grab-and-go menu from a year-round serving hatch, open 7 days a week from 8:00am–5:00pm.

Aimed at park users, families, teens, cyclists, and community centre visitors, the offering will focus on fresh coffee, teas, milkshakes, paninis, baked potatoes, and child-friendly snacks; with dietary-inclusive options as standard.

Food and drinks will be served directly from the hatch facing the front terrace, with casual outdoor seating available on the paved area.

The cafe will cater to events during the weekends and actively promote events that support the elderly, providing vital socialisation opportunities to combat social isolation.



There will be a focus on freshly made food, cooked with local ingredients.

The gelato (Italian ice cream) will be made on site with Jersey Milk and have Genuine Jersey accreditation.

A push to include local artisans to offer their products will be made.

CAFE BUSINESS PLAN

ANALYSIS

SWOT Analysis

Strengths	Weaknesses
<ul style="list-style-type: none">• High footfall location - positioned next to the nursery, pump track, scout hut and sports courts - capturing a constant stream of families, young people and community groups.• Low Overhead Model - Grab-and-go hatch reduces staffing and fit-out costs while maintaining year-round service• Multi-function Use - Supports events within the community centre and can adapt for catering private hires, workshops and meetings• Social anchor - Acts as a community hub and third space, especially for older children and teens who currently lack suitable social venues in the area	<ul style="list-style-type: none">• Weather Dependent - Outdoor service and seating may reduce appeal in winter months without shelter or heating. The terrace does have a roof covering, consideration could be applied to outdoor heat lamps.• Limited Kitchen Space - The existing kitchen may require investment or reconfiguration to efficiently serve both café and event catering. It may be necessary to outsource certain production.• Season Variability - Usage may dip outside of school terms or in poor weather unless carefully managed with promotions and community engagement.
Opportunities	Threats
<ul style="list-style-type: none">• Youth Engagement - The cafe could offer work experience or training for older children and local young people.• Partnerships - Collaborate with local bakers, suppliers or small food producers to enhance offer and promote community enterprise.• Extended Hours for Events - Can open late during evening events or weekend activities to generate additional revenue.• Eco-friendly & Ethical Branding - A focus on sustainability (eg. compostable cups, local sourcing)	<ul style="list-style-type: none">• Rising Supply Costs - Ongoing inflation and cost-of-goods increases could impact margins without pricing power in a value - conscious community• Regulatory Changes - Food safety or environmental health regulations could increase overheads or require kitchen upgrades• Reliance on Foot Traffic - If nursery enrolment drops or sports courts are underused, café revenue could be negatively impacted.



CAFE BUSINESS PLAN

LES CREUX

CAFE & ICE CREAM PARLOUR

Baked Potato

with cheese / tuna & mayo / baked beans
+ £1.00 for extra toppings

£6.00

Panini

Cheese & Bacon / Cheese & Ham / Tuna Melt
Cheese & Sundried Tomatoes / Plain Cheese

£5.00

Sauces: Pesto, Red Onion Chutney, Ketchup, Mayo

Milkshake

Chocolate / Strawberry / Vanilla / Oreo / Banana
Lotus Biscoff / Coffee / Salted Caramel / Mars
Snickers / Ferrero Rocher / Raspberry Ripple

£4.50

Cold Drinks

Coke / Diet Coke / Sprite / Fanta Orange
Fanta Lemon / Tango Orange / Fizzy Vimto

£2.00

Hot Drinks

Americano / Cappuccino / Latte / Espresso
Mocha / Flat White / Hot Chocolate

£3.50

Gelato

Freshly made with Jersey milk!
Cone / Cup
Flake & Sprinkles included

£4.00

MEAL DEAL

Panini + Can + Crisps

£6.50

Panini + Hot Drink + Crisps

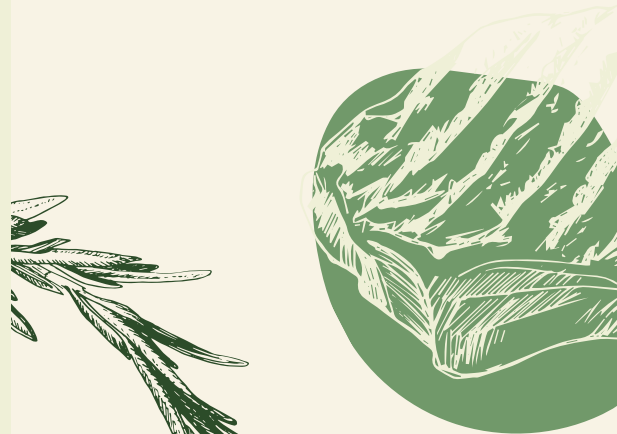
£7.50

Panini + Milkshake + Crisps

£8.50

Please notify us of any allergies

Open **7 days a week** 8.00am - 5.00pm



CAFE BUSINESS PLAN

Bubble Tea

MENU



CLASSIC BROWN SUGAR

Creamy milk & Assam black tea base flavoured with caramelised brown sugar. Mixed with chewy tapioca pearls.

£4.50

STRAWBERRY & PINEAPPLE

Pineapple fruit juice with jasmine green tea base. Served with popping strawberry boba.

£4.50



PASSION FRUIT & KIWI

Pineapple fruit juice with jasmine green tea base. Poured over popping kiwi boba.

£4.50

PINEAPPLE & LYCHEE

Passion fruit juice with jasmine green tea base. Served with popping lychee boba.

£4.50



PASSION

Passion fruit juice with jasmine green tea base. Poured over popping mango boba.

£4.50

PEACHES & CREAM

Creamy milk & jasmine green tea base flavoured with peaches. Poured over popping mango boba.

£4.50

£4.50



CLASSIC TAPIOCA WITH PEACH

Creamy milk & Assam black tea base flavoured with peaches. Served with chewy tapioca pearls

£4.50

BUBBLE CHOCOLATE MILK

Creamy chocolate milk. Mixed with chewy tapioca pearls

£4.50





CAFE BUSINESS PLAN

FRESHLY GROUND COFFEE



Fancy

Flat White

double espresso and small steamed milk, low foam



Classic

Espresso

An Italian tradition



Chic

Cappuccino

espresso (double or single), steamed milk & generous foam



Daily

Latte

espresso, steamed milk and less foam



Best Seller

Special

Affogato

espresso over a scoop of vanilla gelato



JOB SPECIFICATION

Centre Manager

Details

Location: Les Creux Community Hub, Jersey
Reports To: Director
Hours: Full-time (some evening and weekend work required)
Salary: --

Job Purpose

The Centre Manager is responsible for the smooth day-to-day running of Les Creux's community operations, with a particular focus on managing the events calendar, community partnerships, and indoor and outdoor activity bookings. The role requires a high level of organisation, initiative, and interpersonal skill, ensuring that all users — from nursery families and café customers to sports groups and workshop leaders — experience a well-run, inclusive, and welcoming facility.

Key Responsibilities

Community Hub Operations

- Manage the scheduling and booking of all indoor and outdoor spaces, including the MUGA court, hall, café space, and meeting rooms.
- Develop and maintain strong relationships with community partners, clubs, and service users.
- Act as first point of contact for public enquiries and coordinate with external facilitators.
- Ensure daily operations run smoothly, efficiently, and in line with the centre's values and mission.

Sports & Events Coordination

- Organise and promote a rolling calendar of events, classes, and sports sessions.
- Monitor usage data to evaluate interest and demand for specific activities.
- Coordinate the use and maintenance of sports equipment and ensure safe access protocols are followed.
- Work closely with the Director to plan and deliver seasonal or one-off events.



JOB SPECIFICATION

Centre Manager

Key Responsibilities (continued)

Systems & Administration

- Manage the centre's online booking and access system, ensuring all data is accurate and up to date.
- Maintain accurate records of bookings, user feedback, and health and safety checks.
- Work with the Premises Manager to flag maintenance issues and coordinate repairs.

Community Engagement & Development

- Identify gaps in provision and develop new programmes or services in response to local need.
- Facilitate a welcoming, inclusive environment for people of all ages and backgrounds.
- Support the Director in gathering feedback and measuring community impact.

Person Specification

Essential

- Proven experience in education, youth work, community projects or similar.
- Strong organisational and administrative skills.
- Excellent people skills with the ability to communicate clearly and warmly.
- Comfortable using digital systems, including online booking platforms.
- A flexible and proactive attitude with the ability to multitask under pressure.
- Passion for community enrichment and inclusion.

Desirable

- Experience managing community facilities, sports clubs, or events.
- Basic DIY or maintenance knowledge.
- Understanding of safeguarding and health & safety in community settings.
- Interest in outdoor education, sports, or environmental projects.



JOB SPECIFICATION

Nursery Manager

Details

Location: Les Creux Community Hub, Jersey

Reports To: Director

Hours: Full-time (40 hours a week, Mon-Fri)

Salary: --

Job Purpose

The Nursery Manager will lead the daily operation of the registered nursery at Les Creux, ensuring the highest standards of care, education, safeguarding, and regulatory compliance. As the senior early years professional on site, the Nursery Manager will be responsible for leading a team of practitioners, overseeing the learning environment, supporting child development, and working in close partnership with families. This role is fundamental to the financial and reputational success of the Les Creux Community Hub.

Key Responsibilities

Leadership and Compliance

- Act as the Registered Person in accordance with CYPES standards and other relevant regulatory bodies.
- Ensure all safeguarding policies and procedures are followed and embedded in practice.
- Lead on inspection readiness and maintain up-to-date knowledge of sector legislation and guidance.
- Develop and implement operational procedures, including risk assessments, behaviour policies, and SEND plans.

Curriculum and Learning Environment

- Oversee the planning and delivery of a broad, balanced early years curriculum aligned with the EYFS.
- Ensure the nursery space is stimulating, safe, and inclusive, both indoors and outdoors.
- Support staff in delivering high-quality learning opportunities and observing children's development.
- Monitor and assess the quality of teaching, learning and care across the provision.



JOB SPECIFICATION

Nursery Manager

Key Responsibilities (continued)

Staff Management

- Recruit, induct, and manage a small team of early years practitioners.
- Lead team meetings, supervisions, appraisals, and CPD.
- Promote a positive team culture with shared responsibility for outcomes and child wellbeing.
- Ensure staff rotas and ratios are met at all times.

Parent and Community Engagement

- Build strong, trusting relationships with parents and carers, providing regular communication and opportunities for involvement.
- Manage the nursery software (e.g. Family) to record learning journeys, attendance and communications.
- Promote the nursery as part of the wider Les Creux hub, contributing to shared values and community integration.

Person Specification

Essential

- Level 3 or above in Early Years Education and Care (or recognised equivalent).
- Minimum 2 years' experience in a supervisory or managerial role in a nursery or preschool.
- Strong understanding of safeguarding, EYFS framework, SEND, and health & safety legislation.
- Excellent leadership, organisation, and communication skills.
- Confident using nursery software (e.g. Family, Tapestry) and managing parent partnerships.

Desirable

- Experience opening or registering a new early years provision.
- First Aid and Designated Safeguarding Lead (DSL) trained.
- Knowledge of Jersey-specific early years regulations.
- Passionate about community-based childcare and innovation in early education.



JOB SPECIFICATION

Premises Manager

Details

Location: Les Creux Community Hub, Jersey

Reports To: Director

Hours: Full-time (Flexible for project work and maintenance)

Salary: --

Job Purpose

The Premises Manager is responsible for the renovation, upkeep, safety, and presentation of the Les Creux building and grounds, including the transformation of outdoor spaces into a multi-use sports facility. This role ensures the site remains functional, welcoming, and safe for the nursery, café, sports, and community users. The Premises Manager plays a key role in the development of the site's long-term infrastructure and daily operational readiness.

Key Responsibilities

Renovation and Development

- Lead on-site renovation projects including flooring, carpentry, painting, landscaping, and light construction.
- Work closely with the Director to scope, budget, and timeline larger development projects.
- Assist in the installation and upkeep of outdoor MUGA surfacing, access systems, lighting and play/sports equipment.
- Ensure all renovation work meets safety regulations and accessibility standards.

Maintenance and Repairs

- Carry out ongoing maintenance tasks across the building and grounds, including plumbing, electrics, fixtures and fittings, and garden areas.
- Maintain an up-to-date maintenance log and prioritise tasks according to urgency and safety.
- Respond quickly and effectively to issues raised by staff or service users.
- Conduct regular inspections to identify wear and tear or potential hazards.



JOB SPECIFICATION

Premises Manager

Key Responsibilities (continued)

Health & Safety Compliance

- Ensure the premises comply with all relevant health and safety legislation and guidance.
- Oversee fire safety checks, PAT testing, emergency lighting, and risk assessments in collaboration with the Director.
- Maintain safe access routes and emergency exits at all times.

Contractor and Supplier Liaison

- Coordinate and supervise external contractors when specialist work is required.
- Ensure all works are completed to a high standard, on time and within budget.
- Maintain good relationships with local tradespeople and suppliers for timely repairs or materials sourcing.

Person Specification

Essential

- Proven experience in property maintenance, site management, or renovation work.
- Strong carpentry and general handyman skills.
- Ability to plan, execute, and manage building projects independently.
- High attention to detail and pride in quality workmanship.
- Good understanding of health & safety in a multi-use public premises.
- Reliable, self-motivated, and proactive.

Desirable

- Experience maintaining community or childcare facilities.
- Familiarity with MUGA/sports installations or groundskeeping.
- Basic knowledge of electrical or plumbing systems.
- Full driving licence.



POLICIES AND PROCEDURES

Safeguarding Policy

Policy Statement

Les Creux Community Hub is committed to creating a safe, supportive, and inclusive environment for all children, young people, and vulnerable adults who use our services. We recognise our duty of care and legal responsibilities in protecting those at risk of harm, abuse, or neglect. This policy outlines how safeguarding is embedded across all areas of our provision: the nursery, sports/events centre, and café.

We believe that:

- All children and vulnerable people have the right to protection from harm.
- Safeguarding is everyone's responsibility, and all staff and volunteers must be alert to concerns.
- Any concerns or disclosures will be handled promptly, professionally, and in accordance with statutory guidance.

Scope

This policy applies to:

- All staff, contractors, volunteers, and visitors at Les Creux.
- All areas of operation, including the nursery, community events, sports facilities, and the café.

Designated Safeguarding Leads

- Nursery DSL: -- (Nursery Manager)
- Site DSL: Jennifer Heald (Director)
- Deputy DSLs: -- (Centre Manager), additional nominated staff as trained

All safeguarding concerns must be reported to the relevant DSL as soon as possible.

Key Principles

Les Creux operates under the following safeguarding principles:

- We follow Jersey Safeguarding Partnership Board guidance and adhere to Early Years and Youth sector requirements.
- All staff working with children are vetted, referenced, and DBS-checked (or equivalent).
- Staff receive regular safeguarding training appropriate to their role.
- We maintain a culture of vigilance and proactive safeguarding.
- Children are listened to and treated with respect at all times.

Reporting Concerns

Any staff member, volunteer, or visitor with a safeguarding concern must:

1. Report it immediately to a DSL.
2. Record the concern in writing (incident log).
3. Never promise confidentiality to a child or young person — only reassurance that the concern will be acted upon appropriately.

If a child is in immediate danger, emergency services will be contacted.

POLICIES AND PROCEDURES

Safeguarding Policy

Safeguarding Procedures

NURSERY AREAS WILL BE SECURED DURING USE WITH NO ACCESS OR OVERLOOKING BY NON-AUTHORISED PERSONS

a) Nursery

- Operates under strict Early Years safeguarding protocols in line with registration and inspection requirements.
- Follows the Early Years Safeguarding and Child Protection Framework.
- Daily risk assessments, visitor sign-ins, password protection for child collection, and regular DSL-led reviews.
- All safeguarding concerns logged and stored securely, with follow-up recorded.

b) Community & Sports Facilities

- All event facilitators, sports coaches, and regular hirers must adhere to our safeguarding expectations and provide proof of their own safeguarding policy and relevant checks.
- Unaccompanied access to facilities is restricted to adults or vetted group users. Children under 13 must be supervised.
- CCTV is used in public areas to ensure safety and accountability.

c) Café & Public Areas

- Café staff are trained in basic safeguarding awareness.
- Children are not permitted to loiter in café or outdoor spaces without a purpose or supervision.
- All staff are expected to report any concerns regarding the welfare or safety of a child or vulnerable person.

Partnership and Information Sharing

Les Creux works closely with:

- States of Jersey Education and Children's Services
- The Jersey Safeguarding Partnership Board
- Local schools, youth services, and early years teams We will share information where necessary to protect children, in accordance with data protection laws and safeguarding best practice.

Review

This policy will be reviewed annually, or sooner in line with legislative updates or organisational changes. All updates will be communicated to staff and relevant partners.

POLICIES AND PROCEDURES

Cleaning Policy

Purpose and Scope

- Keep the nursery environment spotless, sanitised, and hazard-free at all times, even while sharing the broader facility with other users.
- Ensure everyone (children, staff, visitors) is safe and protected against germs, spillages, and other nasties.

Roles and Responsibilities

- **Nursery Manager:** Oversees cleaning schedules, ensures compliance with health regulations, and maintains cleaning records.
- **Cleaning Staff:** Perform daily, weekly, and deep cleans according to the schedule. Report any hazards immediately.
- **All Nursery Staff:** Keep their areas tidy, promptly clean minor messes (e.g. paint, glitter, snack spills) and raise any safety concerns.
- **Centre Manager (Shared Space):** Coordinates cleaning for communal areas like hallways, toilets used by the public, reception, and entrance lobbies.

Daily Cleaning Routine

Morning Check:

- Wipe down frequently touched surfaces (door handles, tables, light switches) with disinfectant.
- Inspect floors for trip hazards – remove or tape down anything rogue.
- Check and clean toilets used by the nursery; restock soap and paper towels.

During the Day:

- Clean up spills, food debris, or creative chaos (paint, glitter) promptly.
- Empty bins if they're near capacity.

End of Day:

- Wash and disinfect play tables, chairs, and floor mats.
- Vacuum and/or sweep floors; mop with disinfectant if needed.
- Lock away cleaning chemicals and supplies, out of children's reach.
- Securely bag and remove rubbish to the designated waste area.

Weekly & Monthly Tasks

Weekly:

- Launder dressing-up clothes, soft toys, and washable cushions.
- Deep-clean toilets and sinks with descaler where required.
- Disinfect shared outdoor toys and equipment (if weather allows).

Monthly:

- Wash windows (inside low-level glass panels especially).
- Check storage cupboards—turf out expired art supplies and anything mouldy.
- Steam-clean carpets or rugs.

POLICIES AND PROCEDURES

Cleaning Policy

Shared Communal Areas

- **Coordination:** Nursery Manager liaises with the Centre Manager about cleaning frequency for corridors, communal kitchens, and any shared toilet facilities.
- **Staff Vigilance:** If a communal area is grimy or has hazards, staff must log it in the Nursery incident book and notify the Centre Manager immediately.

Infection Control and Hazard Prevention

Infection Control and Hazard Prevention

- **Cleaning Products:** Use approved, child-safe cleaning agents. Store them locked away—“out of sight, out of little hands.”
- **Handwashing:** Reinforce proper handwashing among staff and children. Keep soap and sanitiser stocked.
- **Body Fluid Spills:** Promptly clean and disinfect any bodily fluid spills (vomit, blood, etc.). Staff must wear disposable gloves and aprons, then discard them safely.

Reporting Hazards

- **Reporting Hazards:** Spotted a loose carpet tile or spilt bleach? Alert Nursery Manager (and Centre Manager if it's a shared area) immediately. Remove children from the affected area until it's safe.

Equipment and Record-Keeping

- **Cleaning Materials:** Mops, cloths, and other items must be regularly replaced or sanitised to avoid cross-contamination.
- **Checklists:** Keep daily and weekly checklists on a clipboard or digital folder; staff sign off each completed action.
- **Maintenance:** If equipment (e.g. vacuum) breaks, fix it or replace it quickly to maintain hygiene standards.

Training and Review

- **Staff Briefings:** All staff (including new starters) receive induction on cleaning routines, chemical safety, and hazard spotting.
- **Policy Update:** This policy is reviewed annually (or sooner if there's a new health directive). Any changes are shared in writing and explained to staff.

Non-Compliance

- If standards aren't met (e.g. a persistently dirty area), management steps in swiftly. Persistent lapses may result in formal reminders or further action. We're aiming for a bright, sparkling nursery that sets the bar high for cleanliness.

POLICIES AND PROCEDURES

Events Space Booking Contract

PARTIES TO THE AGREEMENT

1.1 Lessor / Centre Management (“We” or “Centre”): Les Creux Community Hub, located at [address].

1.2 Lessee / Hirer (“You” or “Hirer”): [Name of individual / organisation] of [address].

Together referred to as “the Parties.”

BOOKING DETAILS

2.1 Date & Time of Booking: [Specify event date(s) and start/end times].

2.2 Area(s) Booked: [Hall / Meeting Room / Outdoor Court, etc.].

2.3 Type of Activity / Event: [Description of event/purpose].

PAYMENT & DEPOSIT

3.1 Hire Fee: [Amount in £], payable in full no later than [X] days before the booking date.

3.2 Security / Cleaning Deposit: [Amount in £], refundable subject to compliance with clause 6 (Venue Use & Cleanliness).

3.3 Late or Non-Payment: If payment is not received by the due date, the Centre reserves the right to cancel the booking without further notice.

GENERAL CONDITIONS OF USE

4.1 Compliance with Policies: The Hirer agrees to abide by all Centre rules, including safety, hygiene, and safeguarding requirements.

4.2 Authorized Use: The booked area may only be used for the stated purpose. Sub-letting or sharing of the space with a third party is not permitted without prior written approval.

4.3 No Interference with Nursery Operations: The Hirer acknowledges that the Centre hosts a full-day nursery onsite. Noise or activity must not disrupt or pose a health/safety risk to nursery children or staff.

4.4 Restricted Areas: The Hirer must not enter areas unrelated to the booking, especially any nursery-exclusive zones, staff offices, or storage areas without express permission.

HEALTH & SAFETY

5.1 Safety Standards: The Hirer must ensure their activities and equipment comply with all relevant health and safety regulations.

5.2 First Aid & Emergencies: The Hirer should familiarise themselves with emergency exits, fire assembly points, and first aid kit locations. In an emergency, follow the Centre’s evacuation procedures and notify Centre staff immediately.

5.3 Insurance: The Hirer must carry adequate public liability insurance for their event, including any activities that could present risk to participants or others on site.

SUPPORTING DOCUMENTS

POLICIES AND PROCEDURES

Events Space Booking Contract

VENUE USE & CLEANLINESS

- 6.1 Condition of Premises: The Hirer agrees to leave the hired area in the same condition it was in at the start of the booking, free from all debris, rubbish, and personal equipment.
- 6.2 Waste Disposal: All waste must be bagged and placed in designated bins or removed from the Centre if more than a standard volume. Excess or hazardous waste is not permitted to be left onsite.
- 6.3 Spillages & Breakages: Any spillages must be cleaned immediately using appropriate cleaning methods. Breakages, damages, or hazards must be reported to Centre staff as soon as possible.
- 6.4 Food & Drink: Preparation or serving of food must adhere to basic hygiene standards. If the Hirer is serving food, they remain solely responsible for ensuring compliance with food safety regulations.
- 6.5 No Offensive Materials: The Hirer shall not bring any noxious, dangerous, or illegal items into the Centre. All items brought onsite must be removed at the end of the booking.

DAMAGE & LIABILITY

- 7.1 Responsibility for Damages: The Hirer accepts full responsibility for any damage done to the premises or its fixtures/equipment during the booking period, whether caused by the Hirer or any attendee.
- 7.2 Liability Limit: The Centre shall not be liable for any loss or damage to the Hirer's personal property or for any personal injury or harm arising from the Hirer's activities, unless caused by the Centre's negligence.

CANCELLATIONS

- 8.1 Cancellation by Hirer: If the Hirer cancels fewer than [X] days prior to the event, the Centre may retain all or part of the hire fee. Specific terms may vary depending on the nature of the event.
- 8.2 Cancellation by Centre: The Centre reserves the right to cancel the booking in exceptional circumstances, such as repairs, safety concerns, or events outside its control. A full refund of the hire fee (and any deposit) will be made in such cases, and no further liability will be accepted.

BREACH & TERMINATION

- 9.1 Non-Compliance: Should the Hirer fail to observe these terms, the Centre may terminate the event and require the Hirer to vacate the premises immediately. In such an event, all fees and deposits shall be forfeited, and the Centre may pursue additional compensation for any incurred damages.

DATA PROTECTION & PRIVACY

- 10.1 Hirer Information: Personal details are collected solely for the purpose of managing the booking. The Centre will handle personal data in accordance with applicable data protection laws.

GOVERNING LAW

- 11.1 This Agreement shall be governed by and construed in accordance with the laws of Jersey, Channel Islands. Any disputes shall be subject to the exclusive jurisdiction of the Jersey courts.

COLLABORATIONS

CAMHS

Jersey's CAMHS has been a key consulting partner to ensure our project meets the island's growing mental health needs. The service has seen a sharp rise in demand – referrals increased by 177% between 2020 and 2022 – underscoring the need for accessible community spaces to support young people.

Through discussions with CAMHS clinicians and managers, we identified features that would make the facilities useful for mental health initiatives. For example, we've planned a comfortable room that can host group therapy sessions or peer support meetings, as well as private areas for one-to-one consultations. CAMHS's Early Intervention team already delivers programs in community venues and schools, so our space can extend their reach by hosting workshops on emotional resilience, drop-in wellbeing clinics, or family psychoeducation courses. The collaboration ensures our project complements formal services: by providing a friendly, non-clinical setting, we help engage youth who might shy away from hospitals or clinics.

--
--- serves as -- for Jersey's Early Intervention Service under CAMHS. With a background in youth mental health and community outreach, she brings invaluable insight into creating child-friendly, therapeutic environments. As a collaborator, -- is advising on the design of our spaces to ensure they are welcoming and suitable for early intervention programs. Her team typically works in schools and community settings to provide group and one-on-one support, training courses, and family consultations – experience that will inform how rooms are laid out and equipped. -- plans to utilise the new facilities for initiatives within her CAMHS role (such as youth workshops or parent info sessions) as well as extracurricular projects that draw on her expertise in positive mental health practices. By incorporating --'s ideas, the spaces will foster a supportive atmosphere where young people can build coping strategies and life skills. --'s vision aligns with our community focus: she emphasizes empowering children and families with tools to support their mental health throughout their lives



POST PROPOSAL DEVELOPMENT



THE STOODIO

The Stoodio is a new community art studio and shop in St. Helier offering creative workshops for the local public. The Stoodio is run in collaboration with Andium Homes to serve residents in social housing as well as the wider community. They highlight the many benefits of art, from its therapeutic value to the sense of pride one gets in creating something tangible. Their programming reflects this inclusive, wellbeing-driven ethos: they plan to offer both “product art” (crafting an end product) and “process art” (art for relaxation and self-expression) workshops. Activities will range from zine-making and collage sessions to aromatherapy, yoga, and more, ensuring there’s something for teenagers seeking creative outlets as well as adults looking to socialize or de-stress. Notably, The Stoodio is committed to being a safe space accessible to neurodiverse individuals and others who may feel isolated; it’s meant to be a welcoming, drop-in art haven for all. Partnering with The Stoodio allows our project’s space to be used for these vibrant community art workshops and clubs.

ArtHouse Jersey

ArtHouse Jersey is a charitable organization that supports artists and delivers arts experiences to the island community. They produce a year-round program of exhibitions, performances, and creative workshops, often in partnership with local groups.

In our partnership, ArtHouse Jersey can utilise the new space to host workshops and events that engage the local community. Practically, this means we might see art and craft workshops for families, artist-led classes for youth, small pop-up exhibitions, or even small performances taking place in our classrooms. By providing time and space for these activities, the project enables ArtHouse Jersey to extend its community-focused workshops and projects into a new neighborhood hub. In turn, residents will benefit from high-quality creative experiences on their doorstep – from painting or clay classes, to live music nights or theatre showcases. This collaboration enriches the cultural life of the community and aligns with ArtHouse Jersey’s belief in nurturing creativity and inspiration in everyday settings.



POST PROPOSAL DEVELOPMENT

FURTHER BACKGROUND INFO

ALDERNEY CHILDREN'S CENTRE



Alderney Children's Centre is a registered charity founded by Jennifer Heald, that provides high-quality early years education and family support on the island. The Centre grew from Humming Bees Nursery, which Jennifer established several years earlier, and now serves as a wider hub for local families with young children.

The team's focus is on creating a safe, nurturing and inclusive environment where children can learn through play and exploration. Alongside daily nursery provision, the Centre runs forest school sessions, holiday clubs and stay-and-play groups, offering families affordable access to meaningful, enriching experiences.

Alderney Children's Centre was set up as a charity to make sure all surplus funds are reinvested into improving facilities, supporting staff training and developing new community projects.

Over the past year, it has introduced new initiatives such as outdoor learning, toddler soft play, and family activity sessions – all designed to strengthen connections between families and the wider community.

<https://www.facebook.com/groups/alderneychildrenscentre>

For more information and to see further examples of the work undertaken by Alderney Children's Centre, please see the link above.





Founded and led by Jennifer Heald, the Traditional Craft Holiday Club offers hands-on, creative holiday experiences for children aged 7 to 11 in both Jersey and Alderney.

Since 2022, the club has introduced hundreds of children to traditional skills through projects that blend art, craft and outdoor learning. Each session encourages children to slow down, make things from scratch and connect with the natural world.

Activities have included basketry, soap and candle making, weaving, bookbinding and mosaic art, alongside forest-school inspired sessions where children learn to safely build and light fires using flint and steel, prepare their own food, and cook over an open flame.

The programme combines creative learning with practical life skills, helping children build confidence, independence and respect for nature. It also raises funds for Alderney Children's Centre (charity no. CH1047), supporting community-based early years and family projects across the Channel Islands.

The Holiday Club has built a strong reputation for high-quality, inclusive provision and offers a rare opportunity for children to experience traditional crafts and outdoor adventure in a safe, supportive environment.

HOLIDAY CLUB

Jersey

TRADITIONAL CRAFT CLUB

The Traditional Craft Club runs twice a week at St George's Preparatory School in Jersey and offers children the chance to learn heritage crafts in a relaxed, hands-on setting. Established in 2023, the club introduces pupils to traditional skills such as weaving, candle and soap making, bookbinding, and natural dyeing; encouraging creativity, patience and pride in handmade work.

Each session focuses on building confidence and fine motor skills through process-based making rather than outcomes, giving children the space to experiment and enjoy learning at their own pace.

The club also promotes sustainability by using natural materials and repurposed resources wherever possible. By reintroducing traditional crafts into a modern educational environment, the programme helps children develop practical skills, creativity and an appreciation for craftsmanship.

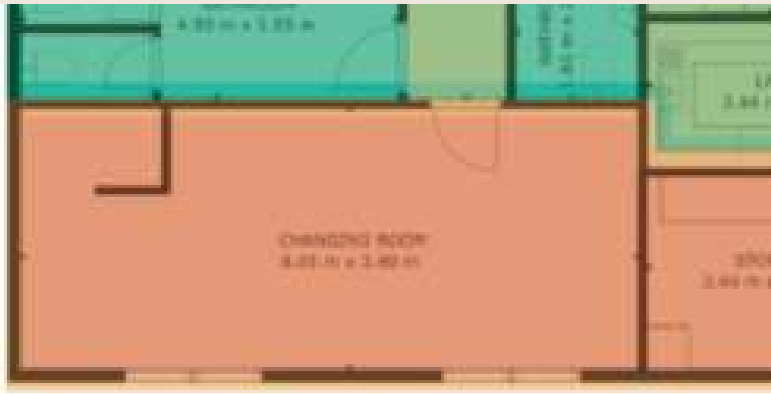




COMMUNITY PROJECTS



COMMUNITY WORKSHOPS



The foremost changing room currently comprises an 28m² space with a walk in shower. This area presents an ideal opportunity to create a flexible workshop and community space, accessed seperately from the nursery facilities during operation suitable for a wide range of educational and wellbeing uses. Its generous proportions make it well-suited for creative group activities, training sessions, and practical workshops that require both disability friendly space and activity adaptability.

With seperate access creatable from either the outside or the internal wall ajoining the front entrance, the room can operate entirely separately from the main building, allowing it to be used concurrently with other activities on-site without disruption. This flexibility makes it a valuable asset for year-round community use.

The space could be utilised for a wide range of educational programmes and community activities, providing valuable flexibility for both structured and informal use. It could serve as an additional learning and activity area for the students and teachers of La Moye Primary School, located just across the road— particularly when collaborating on creative workshops or projects with resident artists.



THE AUNTIES & UNCLES PROJECT

CASE STUDY

One well-established model exists in New Zealand, where the Aunties Project began as a grassroots network supporting women and children in crisis. Over time, it evolved into a wider mentorship and community care initiative, pairing volunteer “Aunties” with children and families in need of practical and emotional support. The relationships are flexible and informal, focused on trust, empathy, and community connection rather than institutional formality.

This approach has since inspired variations internationally, from “Borrow a Grandma” schemes in the UK to “Surrogate Grandparent” programmes in Australia, all sharing the same ethos: that every child deserves to feel part of a caring wider community.

The Aunties & Uncles Programme would connect children with caring, trusted adults from their community who can offer time, attention, and guidance – much like an extended family member might. These “Aunties” (and “Uncles”) are volunteers who act as mentors and positive role models for children who may lack consistent support outside their immediate household.

The programme is built on the belief that children thrive when they have stable, nurturing relationships with adults beyond their parents or teachers. Aunties might meet their matched child weekly or fortnightly for activities such as baking, crafting, going for walks, reading together, or simply talking over hot chocolate.

For families, the programme provides an invaluable layer of community support. For volunteers, it offers a meaningful way to contribute their time and experience. Each pairing is carefully matched and supported by the programme coordinator, with safeguarding checks, initial training, and ongoing supervision in place to ensure safety and reliability.



GRANDPARENTS ACTIVITIES & PROJECTS

Parish representatives have expressed a strong desire to see more projects within St Brelade that foster meaningful interaction between older and younger generations. This recognises the valuable role that grandparents often play in providing childcare and family support, and the importance of creating opportunities for them to connect, participate, and feel valued within the community.

Intergenerational initiatives, such as shared gardening projects, storytelling sessions, or creative workshops, could help bridge the gap between age groups, offering both social and emotional benefits. Such programmes would not only enrich the lives of children and older residents alike but also strengthen the sense of community cohesion and mutual respect across generations.

- **Grandparent Story-telling** - a regular session where Grandparents read to the nursery or creche children
- **Grandparent Gatherings** - stay & play sessions specifically for Grandparents
- **Generations in the Garden** - intergenerational gardening sessions
- **Care Home visits** - field trips with nursery children to interact with the residents of the local care homes

CASE STUDY

At Alderney Children's Centre, a children's charity founded and managed by Jennifer Heald (Director of this proposal), intergenerational connection is already a valued part of their ethos. The Centre runs regular visits to the local care home, where children spend time with residents through shared activities such as singing, storytelling, and craft-making. These visits have proven to be deeply beneficial for both groups—bringing joy, stimulation, and a sense of purpose to the residents, while helping children develop empathy, confidence, and an appreciation for older generations.

https://www.facebook.com/groups/_alderneychildrenscentre

In a heartwarming initiative, our children made a delightful visit to the Connaught, spreading joy and laughter all around! We engaged in various activities, from singing cheerful songs to sharing stories, bringing smiles to the faces of the residents. ...see more



FAMILY MAKERSPACE

A creative workshop where parents and children can explore art, crafts, and light DIY projects together. Outfitted with child-safe tools, recycled materials, and guided sessions such as “Build with Cardboard,” “Upcycled Art,” and “Mini Makers Engineering Club.” Encourages creativity, collaboration, and fine motor skill development.

MINI EXPLORERS ADVENTURE SESSIONS

Weekly themed sessions (e.g. Space, Ocean, Jungle) blending storytelling, movement, and craft. The sessions can rotate between indoor and outdoor spaces, encouraging imagination, sensory play, and physical development.

BABY SENSORY STUDIO

A calm, softly lit room dedicated to sensory exploration for babies aged 0 - 18 months. Sessions include gentle light projections, textured fabrics, soft sounds, bubbles, and natural scents. Activities would be led by trained facilitators, helping parents learn how to engage their babies’ senses and support early brain development.

YOUNG FAMILIES

FAMILY MOVEMENT CLASSES

Weekly classes combining baby massage, gentle yoga, and rhythmic play. Sessions are structured to support bonding, relaxation, and early coordination through songs, movement, and sensory props (scarves, shakers, bells). A lovely way to encourage wellbeing for both parent and child.

MESSY PLAY ZONE

A large, washable area set up for safe, creative chaos; trays of jelly, foam, paint, and rice; sensory dough; water tables; and nature-inspired textures. Parents can let children explore freely without worrying about the cleanup. Sessions can be themed (e.g. “Autumn Colours,” “Ice Play,” “Garden Textures”).



RESOURCE SHARING

The Resource Sharing Project will provide a practical, community-led solution to both family need and unnecessary waste. Housed within a dedicated storage space at the Les Creux site, the project will operate as an accessible resource hub where families can donate items they no longer require, and where others can freely collect what they need. It will be open to everyone, removing stigma and promoting the principle that communities thrive when people share what they have.

Donations might include everyday essentials such as nappies, wipes, baby clothes, children's shoes, toys, books, bedding, and small household items. Families often find themselves with surplus supplies; a half-used packet of nappies after a growth spurt, outgrown coats, or toys no longer played with.

The project will run on a trust-based model, encouraging people to take what they need and give what they can. This open approach fosters dignity, mutual respect, and community connection rather than creating a transactional or charity-based dynamic. The space will be carefully organised and regularly maintained to ensure donations remain clean, safe, and of good quality.



RESOURCE SHARING PROJECT



“One in six young people reported lacking two or more essential items”
(Children’s Survey 2024)

THE STOODIO

The Stoodio is a community-arts studio space located in St Helier, Jersey: specifically at Unit 3, Cyril Le Marquand Court, Charles Street.

It is operated in partnership between ArtHouse Jersey (a local arts charity) and Andium Homes (the local housing provider).

Two artists – Hayley Gibaut and Sophie Harris – were selected for a residency at The Stoodio, during which they are to run community-driven arts activities.

The programme emphasises inclusive, accessible art, not only for experienced artists but also for those trying something new, or who may normally feel excluded.

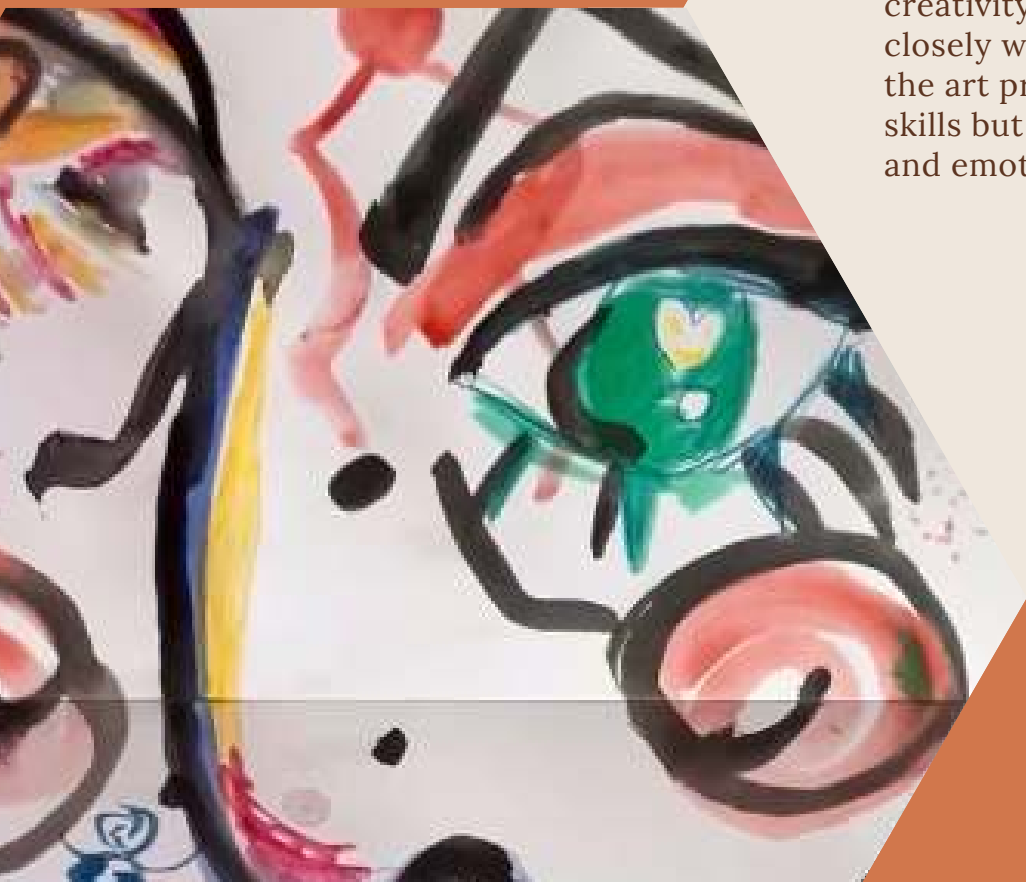
The Stoodio offers a range of classes and workshops including:

- **Collage & Connect** - exploring the art of collage, playing with texture and colour.
- **Sketch Social** - social gathering to sketch and connect.
- **Creative Bites** - a lunchtime initiative for creatives to connect over lunch breaks
- **Press & Express** - an introduction to print making techniques

Les Creux hopes to collaborate with The Stoodio, to deliver an inspiring programme of creative workshops within the property - utilising the Community Art Room and Art Workshop space.

This partnership will bring professional artists and facilitators into the heart of the new centre, offering children and families access to inclusive, high-quality art experiences. The Stoodio's ethos of creativity, accessibility, and wellbeing aligns closely with our own values, ensuring that the art programmes not only nurture artistic skills but also build confidence, connection, and emotional resilience.

Sessions will include collaborative art projects, open studio days, and themed workshops that celebrate self-expression and community.



CHALK SUPPORT

Everyone, of any age, is welcome to drop in and add their designs to our outdoor area to create a collection of colourful & joyful community messages.

Sat 23rd August
10:00 - 13:00

Public Event

The Stoodio (Courtyard), Unit 3, Cyril Le Marquand Court, Charles Street, St Helier, Jersey, JE2 4

STUDIO



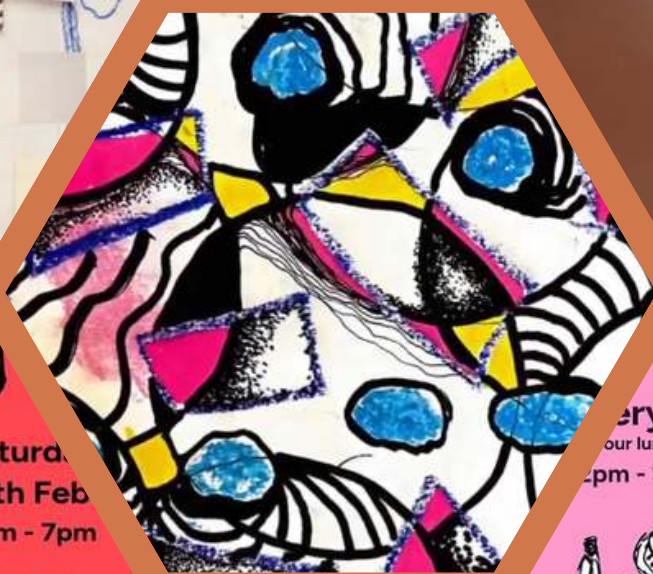
Marquand Court, St Helier

DAY

Saturday
15th Feb
2pm - 7pm

An open day event to meet you all and show what we have in store!

We will have drinks to celebrate and collaging activities throughout the day.



BITES

Every Monday
during our lunch break
12pm - 1pm

A social for creatives to talk about your latest projects, themes or even to doodle!

Based at Unit 3, Cyril Le Marquand Court, St Helier

It's a very relaxed event - a social network. You are encouraged to bring anything you want to mend.

KIDS WORKSHOPS

Our business already has the equipment, lesson plans and risk assessments for these crafts



CANDLE MAKING

**BUTTER
CHURNING**



SOAP MAKING



WICKER WEAVING



POTTERY



KITE MAKING

NEEDLE FELTING



ADULT WORKSHOPS

Our business already has the equipment, lesson plans and risk assessments for these crafts



QUILLING



BASKETRY

WEAVING



KNITTING



INK MAKING

ACCESS TO ARTS, CULTURE & CREATIVE ENRICHMENT



THE CREATIVE ISLAND ARTS STRATEGY (2022-27)

This five-year strategy emphasizes making arts inclusive and accessible to every young person. “Every young person has the right to access arts and culture in school and community settings.” In practice, however, Jersey has historically under-invested in arts infrastructure, leading to “significant gaps” in provision. The Arts Strategy calls for new community arts spaces and programs, particularly for youth, to address these gaps.

CHILDREN AND FAMILIES PLAN (2024-27)

Children and young people in Jersey have themselves voiced a desire for more places to play and create; “more places to play” and “affordable or free [creative] activities” were top priorities identified by Jersey’s young people.

This feedback highlights a clear need for accessible arts and play facilities for families.



HEALTH AND WELLBEING SURVEY 2021

This post-pandemic survey looked at the impact (which remains on going) of the COVID-19 pandemic on Jersey. Just under half (45%) of people with children indicated that the pandemic had a negative impact on their children’s overall wellbeing. Referrals to Jersey CAMHS (Child & Adolescent Mental Health Service) rose 26% in four years.

CHILDREN & YOUNG PEOPLES SURVERY (2024)

The survey revealed that only 58% of secondary students (Years 8, 10, 12) “felt they belonged to Jersey ‘a great deal’ or ‘quite a lot’” – meaning over 40% did not feel a strong sense of belonging. Furthermore, 51% of young people reported feeling they had been “unfairly treated (discriminated against) in Jersey” for reasons such as age, gender or race in the past year.



CHILDRENS **SURVEY 2024**

CH12. CHILDREN'S WELLBEING

The JCYPS shows a decline in health-related quality of life since 2018, with only around half of young people rating their wellbeing as high. Females, older students, and those identifying outside binary genders reported lower mental wellbeing and self-esteem.

- St Christopher's directly tackles these trends by embedding creative expression and outdoor play into everyday learning, both proven to support emotional regulation and self-esteem.
- The on-site Art Therapy Room and Forest School curriculum create safe outlets for expression, sensory regulation, and resilience building.
- The project's family workshops, intergenerational sessions and wellbeing clubs support parental mental health too, crucial, as family wellbeing strongly influences children's outcomes.

CH3; HEALTH, NUTRITION & SLEEP

The survey found only two-thirds of children eat five-a-day, and sleep patterns worsen with age. Many children also reported not feeling "very healthy."

- St Christopher's integrates food education through its commercial kitchen and "Grow & Cook Club," teaching children to grow, cook, and share meals.
- The Meal Prep Club and Meal Exchange Project extend healthy eating habits to parents, reducing the nutrition gap highlighted in the data.
- Forest School and outdoor learning deliver the active play and daylight exposure linked to better sleep and physical wellbeing.

CH14; BULLYING / CH7; RIGHTS

The JCYPS shows that bullying and exclusion remain widespread, with one in five young people experiencing bullying in the past year. Ethnic diversity has grown, yet many minority children live in urban parishes and report weaker community belonging.

- St Christopher's builds belonging through inclusive design and programming, bilingual materials, open-access community rooms, and creative sessions that mix ages and backgrounds.
- The SENDCO Classroom provides a neurodivergent-friendly environment, addressing the 15% of young people reporting a long-term physical or mental condition.
- Anti-bullying and empathy are taught naturally through collaborative arts, nature projects, and the Aunties & Uncles mentorship scheme, giving children trusted adult relationships beyond school or family.

CHILDRENS **SURVEY 2024**

CH4; LEISURE TIME / CH5; SPORT & EXERCISE

Only around half of young people meet physical activity recommendations, and time outdoors continues to fall. Screen time remains high, while volunteering and creative hobbies have decreased since 2021.

- We hope to reclaim leisure as learning; the nature garden, soft play, and forest-school sessions provide daily outdoor activity.
- The Art Studio and Makerspace offer hands-on creative outlets that reduce screen time and encourage persistence, problem-solving and focus.
- Planned partnerships with charities, organisations and local artists reinforce physical, creative and civic participation, aligning with the survey's call for more active, purposeful free time.

CH7; INFLUENCE, RIGHTS & POLITICS

Awareness of children's rights under the UNCRC has increased but remains inconsistent: only half of secondary students (53%) know their rights, and younger pupils show a decline since 2021.

- Our proposal embeds rights education through its curriculum; children learn about agency, consent, and respect via creative and environmental projects.
- Participation is core: children help plan Forest School activities, choose projects, and contribute to the environment around them.
- The community hub structure ensures children's voices shape local activity, aligning with the survey's finding that young people want more say in decisions affecting them.

CH2; HOME & BELONGING

One in six young people reported lacking two or more essential items, such as suitable clothing or a quiet place to study; a sign of material deprivation that correlates with lower wellbeing scores.

- Les Creux mitigates this directly through the Resource Sharing Project, a stigma-free hub where families can exchange essentials like clothes, toys and books.
- The Meal Exchange and Family Fit Sessions address both financial strain and social isolation.
- Affordable nursery places, wraparound hours, and targeted community support reduce inequality of access to childcare and enrichment.

CH18; EXPLOITATION

7-8% of older pupils report being offered money or gifts to do something wrong or illegal, with trust in adults varying sharply by gender.

- Les Creux creates consistent, safeguarding-trained adult relationships through nursery practitioners, volunteers, and mentors.
- Transparent safeguarding, pastoral care, and community trust reinforce the survey's priority: ensuring every child has someone safe to turn to.