

Vision & Values

"Having been involved in early years schooling for a long time, I believe strongly that these formative years of a child's life are fundamental to their development and success throughout life. This is the time to sow the seeds, to stimulate their desire to learn and to open their eyes to the world around them – which is why I opened The Willow on the Farm Nursery School here on my farm in Oxfordshire, offering children the chance to learn both inside and outside the classroom!"

Alice Clark – Owner & Manager of Willow on the Farm

"Incorporating Montessori methods and ethos into early years education at Willow on the Farm Nursery supports a holistic approach to child development, both in the classroom and beyond. By fostering independence, curiosity, and a sense of responsibility, Montessori principles encourage children to take ownership of their learning through hands-on, purposeful activities. Whether working with carefully designed materials indoors or engaging in experiential learning in the Forest School or out on the farm, children develop critical thinking, coordination, and a deep respect for their environment. This balanced approach nurtures confident, capable learners who thrive across all areas of the nursery setting."

Sharron Sheppard – Manager & Swallows Class Teacher

Our Vision

We will allow our children to be imaginative and creative through curiosity, awe and wonder.

Our Core Values

Confidence

For children, confidence means: believing in themselves and their abilities.

For staff, confidence looks like:

- Trusting your professional judgement and experience
- Speaking up with ideas, questions or concerns
- Being open about what you know *and* what you are still learning
- Giving and receiving feedback calmly and professionally

Independence

For children, independence means: doing things for themselves within clear boundaries.

For staff, independence looks like:

- Managing your responsibilities without needing constant direction
- Using initiative while following agreed systems and policies
- Knowing when to act independently and when to seek guidance
- Pursuing personal growth and mastery

Resilience

For children, resilience means: coping with challenge and trying again.

For staff, resilience looks like:

- Remaining professional during emotionally demanding moments
- Viewing challenges as learning opportunities
- Asking for help when things feel overwhelming
- Supporting colleagues through change or pressure

Caring Nature

For children, a caring nature means: showing kindness and empathy.

For staff, a caring nature looks like:

- Treating colleagues, children and families with empathy and respect
- Fostering trust, kindness and compassion
- Being mindful of workload & wellbeing
- Offering help and understanding, not judgement

Courage

For children, courage means: trying new things and facing fears.

For staff, courage looks like:

- Having honest, respectful conversations
- Giving and receiving constructive feedback
- Challenging practices that don't align with our values
- Trying new approaches, even when change feels uncomfortable

Grace & Courtesy

For children, grace and courtesy means: kindness, manners and respect for others.

For staff, grace and courtesy look like:

- Communicating clearly, calmly and respectfully
- Being punctual, prepared and reliable
- Managing disagreement professionally
- Always speaking about colleagues and families with respect