



## **Bringing up Baby**

Inspection report for early years provision

<b>Unique Reference Number</b>	EY304965
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<b>Type of inspection</b>	Childcare
<b>Type of care</b>	Full day care

## ABOUT THIS INSPECTION

The purpose of this inspection is to assure government, parents and the public of the quality of childcare and, if applicable, of nursery education. The inspection was carried out under Part XA Children Act 1989 as introduced by the Care Standards Act 2000 and, where nursery education is provided, under Schedule 26 of the School Standards and Framework Act 1998.

This report details the main strengths and any areas for improvement identified during the inspection. The judgements included in the report are made in relation to the outcomes for children set out in the Children Act 2004; the National Standards for under 8s day care and childminding; and, where nursery education is provided, the *Curriculum guidance for the foundation stage*.

The report includes information on any complaints about the childcare provision which Ofsted has received since the last inspection or registration or 1 April 2004 whichever is the later.

### The key inspection judgements and what they mean

*Outstanding: this aspect of the provision is of exceptionally high quality*

*Good: this aspect of the provision is strong*

*Satisfactory: this aspect of the provision is sound*

*Inadequate: this aspect of the provision is not good enough*

For more information about early years inspections, please see the booklet *Are you ready for your inspection?* which is available from Ofsted's website: [www.ofsted.gov.uk](http://www.ofsted.gov.uk).

## THE QUALITY AND STANDARDS OF THE CARE

On the basis of the evidence collected on this inspection:

The quality and standards of the care are good. The registered person meets the National Standards for under 8s day care and childminding.

### WHAT SORT OF SETTING IS IT?

Bringing up Baby is one of five nurseries owned by Bringing up Baby Limited. It is situated in a three storey converted office building on the borders of Balham and Clapham, which is within the London Borough of Lambeth. There are five children's playrooms, although the top floor play room is not yet in operational use. Each room has integral nappy changing and toilet facilities, and the baby room is equipped with a milk kitchen. There is an office, staff room, laundry, kitchen and disabled toilet. The front entrance provides a secure outdoor play area.

The nursery operates between the hours of 08:00-18:15, Monday to Friday

throughout the year, except for the usual bank holidays and five working days closure at Christmas and Easter. There are currently 67 children aged from under one, to four years on roll. This includes four children who are in receipt of funding for nursery education, although this inspection focussed on care. The children attend for a variety of sessions; specific whole days, mornings or afternoons, and full time. Children with learning and physical disabilities are welcomed. Some of the children speak English as an additional language.

A total of thirteen staff are employed to work with the children. The manager is supernumerary, and both herself and five other staff, which includes a named deputy, are qualified to level three in early years child care. Four staff are qualified to level two, and three staff are working towards a relevant qualification. In addition there are two bank staff who are also qualified to level two.

## **THE EFFECTIVENESS OF THE PROVISION**

### **Helping children to be healthy**

The provision is satisfactory.

Most aspects of operational practice protect children well from the risk of cross infection. For example, a 24 hour exclusion policy is operated for contagious conditions. Outdoor shoes are prohibited within the baby and toddler room where children regularly explore toys with their mouths. Staff ensure high standards of hygiene when changing children's nappies and children are provided with individual linen for sleep purposes. There are robust procedures in place to ensure that kitchen hygiene meets environmental health guidelines. Baby teether toys are sterilized and the milk kitchen and fridge is cleaned by the staff. The rest of the nursery is cleaned to a high standard daily by specifically appointed team of two during the evenings and weekends. However, not enough attention is given to ensuring that children's hands are washed after playing outside, and the practice of eating finger foods straight from the table, rather than on a plate, compromises the nursery's commitment towards ensuring good hygiene standards.

Children's health is well monitored through comprehensive record keeping. Accidents, existing injuries and administered medication are all detailed and signed by parents in acknowledgement of entries. Staff ensure that parents provide a full written profile of children's individual dietary and medical needs, which where necessary includes a step-by-step treatment plan. A particularly good feature of practice is the system implemented for minimising the risk of accidental consumption of certain foods, for instance those that cause allergic reactions, or for which there are religious restrictions. Children's photographs are detailed on a wall chart with the relevant information which is helpful to new or temporary staff. All staff are first aid trained, which means that they are equipped to treat minor accidents and to respond to some emergency situations.

The staff work very closely with parents to ensure that babies' home routines, such as sleep are continued, although this is sometimes difficult to achieve because of the distractions within the room, such as noise from others playing and bright lights. Babies sleep in clean cots, and older children on comfortable mattresses. They are

usually soothed off to sleep by musical lullabies playing softly in the background, but this is compromised during exceptionally hot weather conditions because insufficient attention is given to ensuring comfortable room temperatures. Nevertheless, staff's gentle and caring approach is reassuring to young children. Cuddles are frequent, and relationships between staff and children are very close.

Good daily use of the outdoor play area ensures that the children keep active. Staff take meticulous care in ensuring that children drink plenty of water, they have obtained written permission from parents to apply sun lotion to children and provide hats to protect them. The daily provision of fresh fruit and vegetables is encouraging their fondness for a healthy and well-balanced diet. Children sit together in small social groups for meals and are very well encouraged to use their developing self-help skills, for example babies explore their food with their hands, and toddlers are using knives and forks with developing skill.

### **Protecting children from harm or neglect and helping them stay safe**

The provision is satisfactory.

The premises are secure and provides a welcoming and mostly very safe environment for children. For example, child safety gates prevent children from accessing the stairs, electrical sockets and radiators are fitted with covers, and the outdoor play area is laid with safety surfacing to minimise impact from accidental falls. A good variety of toys are stored so that only those that are suitable for the age and stage of the children are accessible to them, and the rigorous risk assessment procedure ensures that they are regularly checked for good working order. An electronic entry system ensures that all visitors to the premises are identified before entering, a written record is maintained on all visitors and parents sign their children both in and out each day. However, the uncovered drain provokes undesirable interest from inquisitive toddlers and procedures to ensure that the rooms are maintained at an adequate temperature are insufficient. During exceptionally hot weather, the temperature is so warm that it is uncomfortable for the children, for instance staff were having to fan the children with books to keep them cool so that they could get off to sleep. Nevertheless, the fire drill is regularly practised with the children which ensures they know what to do and where to go. Fire exits are clearly marked and very well placed to enable rapid evacuation to the outdoors. Whilst children are not currently taken on outings, a well devised procedure is in place for the future to ensure maximum protection; children will wear labels with the nursery name and mobile number detailed, and a thorough risk assessment will be conducted on the intended venue well in advance.

Children's welfare is effectively safeguarded because staff are secure in their knowledge and understanding of child protection issues and the procedures to follow in the event of concerns being raised. The majority of staff have completed child protection training; it forms part of the staff induction procedure. Existing injuries are routinely recorded in the same way that accidents sustained to children on the premises are. The monitoring systems are therefore very good.

## **Helping children achieve well and enjoy what they do**

The provision is good.

Staff plan and deliver a good range of activities for children every day. A thematic approach is used to guide planning for toddlers and older children, such as 'people who help us'. Although planning is not set-in-stone; the children still have access to non-related play, many activities relate to this which reinforces the children's learning. For example, the children had fun dressing up as fire officers, they decorated fire engines and talked about what to do in the event of a fire. The 'Wheels on the bus' song was adapted to include a milkman, policeman and such like.

The children have regular opportunities to explore and experiment using their senses, such as walking in cooked and uncooked rice, playing with cornflour, playdough and sand outside. Older children are becoming skilled at navigating the computer mouse, they build complex models and enjoy exciting activities, such as baking and growing sunflowers from seeds. A cardboard box with open and shutting flaps inspires babies to use their developing mobility; they crawl or attempt walking to investigate the inside and then engage in delightful communication together as they sit on soft cushions. Non-mobile babies are supported by staff who encourage them to experiment with touch and happen toys, they sit contentedly looking at picture books and respond happily to the animated and affectionate interactions of staff. Toddlers benefit greatly by staff who exploit opportunities to read to them both individually, in small and large groups. Singing is a regular feature throughout the day, children are seen swaying in time to the background music as they play, but opportunities to use musical instruments are less frequent. Children enjoy taking part in the thematic art activities, but are equally encouraged to create and design independently. For example, a toddler painted a beautiful interpretation of a farm hen. Staff seize opportunities to spend time playing with the children and to support their learning. Squeals of laughter ring out from the garden as children chase the bubbles created by staff, which encourages them all to have a turn at blowing. Surprising achievements (all the toddlers manage this), provokes much celebration as they all clap each other in praise.

Staff use the Birth to three matters framework and the Foundation Stage curriculum guidelines to ensure that children have opportunities to access all areas of development. Their knowledge and understanding of Birth to three matters is rapidly progressing. They record regular observations of children at play and use these to inform assessments and to set targets to enable continual progress.

With the exception of times when the children become too hot, or tired, they play very happily. Children are inquisitive and motivated to play and learn.

## **Helping children make a positive contribution**

The provision is good.

Staff know the children very well, which is helped by the fact that every child is linked to a key member of staff, and comprehensive records detailing the children's individual health needs, likes and dislikes and stage of development are consistently

maintained. Children learn about the differences between people as they play with multi-cultural toys and are encouraged to access all resources regardless of gender which enables equality of opportunity. For example, girls use construction which introduces mathematical concepts and boys play with dolls, which helps them to develop caring paternal skills. They are introduced to the beliefs and cultures of others by taking part in thematic creative activities, such as making a dragon and tasting noodles during the Chinese New Year period. Staff adapt resources and planning well to enable the inclusion of children with learning and physical disabilities. Trained and experienced staff work closely with parents and outside professionals to ensure that an appropriate action plan is implemented to support children's development.

Staff frequently praise children for their efforts and achievements, which raises their self-esteem and confidence. For example, when babies attempt to walk, or toddlers blow a perfect bubble. Older children routinely and spontaneously use common courtesies, such as 'please' and 'thank you', and young toddlers only need a little reminder. They play happily together most of the time and usual toddler squabbles are easily resolved by skilled staff intervention. Children's self-help skills are particularly well encouraged and are firmly established in older children.

Staff work in close partnership with parents and carers which enables both parties to provide children with consistent support. For example, parents know what the current theme is and are thus able to extend children's learning in the home environment. Curriculum and activity plans are displayed on the walls. Parents receive regular developmental reports, meet formally with staff to discuss children's development and to set new targets for continual progress. Children's individual key worker provides parents with a comprehensive and well written daily record of their progress and development, care routines, temperament and participated activities. In addition, nappy changes and milk feeds are recorded on prominently displayed wall charts which parents refer to. Activity plans and meal menus are displayed and parents are provided with their own hand book which explains the settings operational policies and procedures. For example, they know how to make a complaint and understand the providers regulatory responsibilities in relation to child protection.

## **Organisation**

The organisation is good.

The leadership and management of the provision is strong and supportive. More usually very pro-active too, except in response to the temperature of the premises. Nevertheless, the robust staff recruitment procedures ensure that a team of dedicated, and mostly qualified staff are permanently employed following a successful probation period. Bringing up Baby Limited have good procedures in place to determine staff's mental and physical suitability to work with children, and they have made secure arrangements to ensure that staff are vetted by the criminal records bureau. The organisation use their own staff bank to cover absences wherever possible. However, they occasionally use agency staff and the procedures for ensuring their suitability rely too heavily on verbal confirmation from the agency. For instance, proof of identification is not verified before they work with the children.

Ratios of staff to children are often maintained at above the minimum requirements and children are cared for by consistent and familiar adults which supports their emotional needs well, and encourages their sense of belonging significantly. Team meetings are regular and staff are very well supported to develop their knowledge and skills through individual line management and good training opportunities, both internally and externally.

Records and documentation which are required for the safe and efficient management of the provision, and to promote the welfare care and learning of the children are all in place, put to good operational use and consistently shared with parents. As a result, the provision meets the needs of the range of children for whom it provides.

### **Improvements since the last inspection**

Not applicable.

### **Complaints since the last inspection**

There have been no complaints made to Ofsted since the last inspection.

The provider is required to keep a record of complaints made by parents, which they can see on request. The complaints record may contain complaints other than those made to Ofsted.

## **THE QUALITY AND STANDARDS OF THE CARE**

On the basis of the evidence collected on this inspection:

The quality and standards of the care are good. The registered person meets the National Standards for under 8s day care and childminding.

## **WHAT MUST BE DONE TO SECURE FUTURE IMPROVEMENT?**

### **The quality and standards of the care**

To improve the quality and standards of care further the registered person should take account of the following recommendation(s):

- improve safety by taking immediate steps to ensure that rooms are consistently maintained at an adequate temperature, and by making sure that children are unable to explore the contents of the outdoor drain
- make sure that good hygiene practice is reflected in all aspects of care; pay attention to how finger foods are served to children and handwashing

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