



Office for Standards
in Education

COMBINED INSPECTION REPORT

URN 255159

DfES Number: 533769

INSPECTION DETAILS

Inspection Date 04/01/2005
Inspector Name Kashma Patel

SETTING DETAILS

Day Care Type Full Day Care
Setting Name Workplace Nursery
Setting Address Council House
Freeth Street
Oldbury
West Midlands
B69 3DG

REGISTERED PROVIDER DETAILS

Name Sandwell Metropolitan Borough Council

ORGANISATION DETAILS

Name Sandwell Metropolitan Borough Council
Address Human Resource services
P.O. Box 2374
Oldbury
B69 3DE

ABOUT THE INSPECTION

The purpose of this inspection is to assure government, parents and the public of the quality and standard of day care in accordance with the National Standards for Under Eights Day Care and Childminding; and that the nursery education for funded three and four year old children is of an acceptable quality. Inspection of nursery education also identifies strengths and weaknesses so that providers can improve the quality of educational provision and help children to achieve the early learning goals (elgs) by the end of the Foundation Stage. This inspection report must be made available to all parents.

If the setting has been inspected previously, an action plan will have been drawn up to tackle issues identified. This inspection, therefore, must also assess what progress has been made in the implementation of this plan.

Information about the setting

Workplace Nursery opened in 1991 and is sited in the basement of Sandwell Council House In Oldbury. It offers childcare placements to employees of Sandwell Metropolitan Borough Council.

The nursery is divided into three areas, baby room, toddler room and pre-school. All children have access to an enclosed outdoor play area.

The facility operates between 07:30-18:00, Monday to Friday closing for bank holidays. It offers a range of full and part time places. The nursery also does after school care and escort from local schools. The nursery supports children with special needs, and children who speak English as an additional language. The setting receives support from a teacher mentor from the Sandwell Early Years Development and Childcare Partnership (EYDCP).

The nursery employs 11 staff of whom all hold an appropriate early years qualification. Staff also attend regular training.

How good is the Day Care?

Workplace Nursery provides good quality care for children.

Staff offer a warm and welcoming environment where children feel secure and their individual needs are taken into account. Staff know the children well and develop good relationships with them, through having key worker groups. All documentation is in place.

Staff ensure that children understand about safety in the setting and have taken the necessary precautions. All areas for promoting health and hygiene are good and are reinforced through the daily routines. Children are encouraged to use good practices like hand washing. Staff have established a good daily routine for eating, tidying up and playing which encourages children to feel secure. Children are provided with regular drinks and snacks which meet their individual dietary needs. A four week

rotating menu is displayed for parents.

Staff provide a wide range of interesting and stimulating activities both indoors and outside, which promotes children's learning and imagination. They plan varied activities for children of different age groups in order to promote their development. Staff spend time talking and playing with them and helping them to learn. Children were observed selecting toys and equipment and putting it away before taking more out. Staff have a good understanding of equal opportunities and celebrate a range of festivals such as Diwali and Chinese New Year. Staff use positive methods to manage children's behaviour, children are rewarded with stars for the efforts and good work. Staff are aware of their responsibilities in regard to child protection issues.

Staff have good working partnerships with parents and ensure that the children are cared for in accordance with their parents' wishes. A comprehensive prospectus is available to all parents. Information is shared with parents on a daily basis through daily verbal communication and the notice board. Parents also take activity packs home to do with their children.

What has improved since the last inspection?

Not applicable.

What is being done well?

- Children have the opportunity to be involved in a range of activities. They are given choices and their interests are taken into account. Children were observed selecting toys and equipment.
- Good use is made of available space both indoors; rooms are laid out to give children easy access to toys and equipment.
- Children behaviour is excellent, they are kind. sensitive to their peers. They set challenges for themselves, asking staff if they should tidy up toys.
- A good partnership exists with parents and other agencies. Parents are involved in home-learning.

What needs to be improved?

- ensure the temperature in all play areas is adequate and comfortable for children

PREVIOUS COMPLAINTS (This section applies only to inspections carried out from September 2004. The complaint record relates to complaints from the last inspection or 1st April 2004 whichever is later.)

There have been no complaints to report since the last inspection.

Outcome of the inspection

Good

CONDITIONS OF REGISTRATION

All registered persons must comply with all conditions of registration included on his/her certificate of registration.

As a result of this inspection conditions of registration have been imposed / varied / removed and a new certificate of registration will be issued.

WHAT NEEDS TO BE DONE NEXT?**The Registered Person should have regard to the following recommendations by the time of the next inspection**

Std	Recommendation
4	Ensure that the premises are maintained at an adequate and comfortable temperature.

INSPECTION OF THE NURSERY EDUCATION PROVISION FOR FUNDED THREE AND FOUR YEAR OLDS.

How effective is the nursery education?

Workplace Nursery offers high quality provision overall which helps children to make very good progress towards the early learning goals, in all areas of learning.

Teaching is very good in all areas. Staff have a good knowledge of the foundation stage. They plan a range of activities particularly in areas of personal, social emotional and creative development. They use assessments well to show the progress children are making. Behaviour management is very effective. There is a good range of accessible equipment indoors, which helps children progress in all areas. The outside area is used to extend learning and can be developed further to extend children's climbing skills.

There are currently no children with special educational needs attending the setting, but there is an effective system in place. Children have good skills in communication and literacy, this is due to the interactions of the staff in questioning and developing children's recognition of letters and words. Having opportunities for them to express themselves and giving them choices also extend children's self esteem.

Leadership and management are very good. The nursery benefits from a strong management structure and a committed staff group. They work well together and evaluate their practice through regular monitoring and staff meetings. There are good opportunities for staff development and training.

The partnership with parents is very good. Parents are well informed about the nursery ethos and curriculum. They are encouraged to be involved in their child's learning through taking activity packs home to do with their children. Children's progress is shared with parents and there are opportunities for parents to view and comment on their child's assessment records.

What is being done well?

- Children's independence is continually being developed, they are encouraged to select and put away toys, put their coats on and help to give out drinks during snack times.
- Children's literacy skills are good, they have cards which they can use to write their names, they also name several letters and know which sound it makes.
- Children use numbers in everyday routines, they can count beyond 10 and recognize numerals. They can also match number to objects.
- Good use of the computer is made. Children select activities and listen to instructions when matching colours and shapes.

- Children have activity packs which staff make up for children, taking in account the areas of their development to use at home with parents.

What needs to be improved?

- to extend the outdoor area, to include activities for children to further develop their climbing skills

What has improved since the last inspection?

Very good progress has been made since last inspection, when the nursery was asked to display information relating to the early learning goals for parents. A notice board now displays information about the early learning goals and the topics being covered by their children. A detailed prospectus is also available about the nursery.

SUMMARY OF JUDGEMENTS

PERSONAL, SOCIAL AND EMOTIONAL DEVELOPMENT

Judgement: Very Good

Children are very confident and work well independently. They concentrate very well in all activities. They listen well at discussion times and show good interest when playing on the computer and building large blocks. Relationships are good. Children share and take turns and help each other to carry the toys and set the table. Children are praised for their work. They manage their self-care well and are confident to select their own resources.

COMMUNICATION, LANGUAGE AND LITERACY

Judgement: Very Good

Children are confident and fluent speakers and engage easily in conversations with each other and adults. They are able to express their needs and older children are able to explain their thinking well with good questioning by staff. Young children recognise many letters and older children are able to read many words. Children are learning to form letters and write their names on their work.

MATHEMATICAL DEVELOPMENT

Judgement: Very Good

Children are very confident with numbers and practise their skills during everyday activities. Children count and recognise numbers up to 10 and match number to object well. They continually develop problem solving skills at activities, children know that one child is missing when counting the children. Children have daily activities which help them to understand the concept of size, measure and position.

KNOWLEDGE AND UNDERSTANDING OF THE WORLD

Judgement: Very Good

There are opportunities for children to learn about the world they live in through topics. They learn about living things, by looking for mini-beasts outside. They explore natural objects on display tables. Children learn about change when growing flowers. Children have free access to the computer where they load CD's and have good control over the mouse and keyboard.

PHYSICAL DEVELOPMENT

Judgement: Very Good

Children move confidently and safely. They run well and are able to stop and start safely. Children throw and catch well when playing with balls. They pedal bikes with ease confidence. Children do not have access to large climbing equipment which restricts their climbing skills. Children use one handed tools competently and show good control when using pencils and paintbrushes. Children learn about their body and know why they need to wash their hands.

CREATIVE DEVELOPMENT

Judgement:	Very Good
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Children express their ideas freely through a range of activities such as painting, singing and musical instruments. They develop their imagination during stories and role-play. They enjoy listening to stories and can make predications. Children express their ideas and contribute well to discussions. They explore texture through varied media such as sand, water, collage and dough. Children name a wide range of colours confidently.

Children's spiritual, moral, social, and cultural development is fostered appropriately.

OUTCOME OF THE INSPECTION

The provision is acceptable and is of high quality. Children are making very good progress towards the early learning goals. The next inspection will take place in three to four years time.

WHAT THE SETTING NEEDS TO DO NEXT

There are no significant weaknesses to report, but considerations should be given to improving the following:

- extend opportunities for children to develop climbing and balancing skills.

The provider must draw up an action plan within 40 working days of receipt of this report showing how the key issues detailed above will be addressed. The action plan must be made available to all parents and to the Local Authority if required. An evaluation of the action taken will form part of the next inspection of funded nursery education.

SUMMARY OF NATIONAL STANDARDS

STANDARD 1 - SUITABLE PERSON

Adults providing day care, looking after children or having unsupervised access to them are suitable to do so.

STANDARD 2 - ORGANISATION

The registered person meets required adult: child ratios, ensures that training and qualifications requirements are met and organises space and resources to meet the children's needs effectively.

STANDARD 3 - CARE, LEARNING AND PLAY

The registered person meets children's individual needs and promotes their welfare. They plan and provide activities and play opportunities to develop children's emotional, physical, social and intellectual capabilities.

STANDARD 4 - PHYSICAL ENVIRONMENT

The premises are safe, secure and suitable for their purpose. They provide adequate space in an appropriate location, are welcoming to children and offer access to the necessary facilities for a range of activities which promote their development.

STANDARD 5 - EQUIPMENT

Furniture, equipment and toys are provided which are appropriate for their purpose and help to create an accessible and stimulating environment. They are of suitable design and condition, well maintained and conform to safety standards.

STANDARD 6 - SAFETY

The registered person takes positive steps to promote safety within the setting and on outings and ensures proper precautions are taken to prevent accidents.

STANDARD 7 - HEALTH

The registered person promotes the good health of children and takes positive steps to prevent the spread of infection and appropriate measures when they are ill.

STANDARD 8 - FOOD AND DRINK

Children are provided with regular drinks and food in adequate quantities for their needs. Food and drink is properly prepared, nutritious and complies with dietary and religious requirements.

STANDARD 9 - EQUAL OPPORTUNITIES

The registered person and staff actively promote equality of opportunity and anti-discriminatory practice for all children.

STANDARD 10 - SPECIAL NEEDS (INCLUDING SPECIAL EDUCATIONAL NEEDS AND DISABILITIES)

The registered person is aware that some children may have special needs and is

proactive in ensuring that appropriate action can be taken when such a child is identified or admitted to the provision. Steps are taken to promote the welfare and development of the child within the setting in partnership with the parents and other relevant parties.

STANDARD 11 - BEHAVIOUR

Adults caring for children in the provision are able to manage a wide range of children's behaviour in a way which promotes their welfare and development.

STANDARD 12 - WORKING IN PARTNERSHIP WITH PARENTS AND CARERS

The registered person and staff work in partnership with parents and to meet the needs of the children, both individually and as a group. Information is shared.

STANDARD 13 - CHILD PROTECTION

The registered person complies with local child protection procedures approved by the Area Child Protection Committee and ensures that all adults working and looking after children in the provision are able to put the procedures into practice.

STANDARD 14 - DOCUMENTATION

Records, policies and procedures which are required for the efficient and safe management of the provision, or to promote the welfare, care and learning of children are maintained. Records about individual children are shared with the child's parent.