

Bright Horizons at RAF Northolt

Royal Air Force, Northolt Airfield, West End Road, RUISLIP, Middlesex, HA4 6NG

Inspection date	03/10/2013
Previous inspection date	02/06/2011

The quality and standards of the early years provision	This inspection:	
	Previous inspection:	
How well the early years provision meets the needs of the range of children who attend		2
The contribution of the early years provision to the well-being of children		2
The effectiveness of the leadership and management of the early years provision		2

The quality and standards of the early years provision

This provision is good

- The staff incorporate free flow in children's play well into the nursery day. This enables children to play both indoors or outdoors whenever they choose too.
- Literacy development is a strong feature as staff ensure children of all ages have access to good quality books and support them well in developing their enjoyment for these books.
- A well-established key person system helps children to form secure attachments and this promotes their well-being effectively. Good care experiences have a positive impact on children's all-round development and well-being.
- The senior management team oversees and supports the staff team well, encouraging staff to take further training to support their development, to improve their skills in working with the children.

It is not yet outstanding because

- Although the garden is well used by children this area has less resources and ideas to support children in exploring the natural environment to enable them to investigate or uses their senses to develop their understanding of the world around them.
- Not all staff are confident in extending opportunities for children to talk and broaden their vocabulary fully during play activities.

Information about this inspection

Inspections of registered early years provision are:

- scheduled at least once in every inspection cycle – the current cycle ends on 31 July 2016
- scheduled more frequently where Ofsted identifies a need to do so, for example where provision was previously judged inadequate
- brought forward in the inspection cycle where Ofsted has received information that suggests the provision may not be meeting the legal requirements of the Early Years Foundation Stage or where assessment of the provision identifies a need for early inspection
- prioritised where we have received information that the provision is not meeting the requirements of the Early Years Foundation Stage and which suggests children may not be safe
- scheduled at the completion of an investigation into failure to comply with the requirements of the Early Years Foundation Stage.

The provision is also registered on the voluntary and compulsory parts of the Childcare Register. This report includes a judgment about compliance with the requirements of that register.

Inspection activities

- The inspector spent the majority of inspection time observing the children in the nursery and garden as they played.
- The inspector sampled children's information and development records.
- The inspector had discussions with the manager throughout the visit. Safeguarding was discussed and a sample of the policies viewed.
- The inspector discussed the nursery with a sample of parents.
- The inspector and manager completed a short joint observation together in the baby room.

Inspector

Jennifer Devine

Full Report

Information about the setting

Bright Horizons at RAF Northolt is one of many nurseries run by Bright Horizons Family Solutions Limited. The nursery registered in 2010 and operates from a purpose built, single storey building within the grounds of RAF Northolt, in the London Borough of Hillingdon. It is open each weekday from 7.30am to 6pm for 51 weeks of the year. Children have access to a secure enclosed outdoor play area. There are currently 98 children on roll, all of these are in the early years age range. The nursery receives funding for the provision of free early education to children aged two, three and four. It supports children who speak English as an additional language. The nursery is registered on the Early Years Register and compulsory and voluntary parts of the Childcare Register. It employs 22 staff, of these 19 hold appropriate early years qualifications. One member of staff holds qualified teacher status.

What the setting needs to do to improve further

To further improve the quality of the early years provision the provider should:

- develop the outdoor play area to enable children to explore and use their senses to investigate the natural environment and the world around them
- help children to increase their vocabulary and listening skills further by providing more encouragement for them to talk through and comment on their play activities.

Inspection judgements

How well the early years provision meets the needs of the range of children who attend

The staff team have a good understanding of the Early Years Foundation Stage, which means they are confident in delivering the educational programmes and supporting children's learning well. Children's individual 'learning journey' records are well maintained and contain information, such as starting points and tracking documents that support future plans for each child. In all play rooms children are supported very well in developing their love of books. Staff ensure good quality books are available and spend time with individual children or small groups looking at and reading stories. For example, in the baby room young babies interact and are engrossed in listening to the staff as they talk about the pictures. In contrast in the pre-school children take an active role in reading well known stories and use props to support their understanding of the story characters.

Overall, children are supported well in developing language and communication skills

because most staff listen and ask questions during activities, in order to extend learning. However, not all staff are confident in encouraging children to fully extend their vocabulary and conversation skills as much as possible during all activities.

Children choose whether to play indoors or outside for most of the day and they thoroughly enjoy the outdoors. The outdoor area is spacious and enables children the freedom to run around and release their energy. It is well resourced with outdoor equipment and children enjoy riding the tricycles, playing football or balancing using the walking stilts. However, there is less emphasis and planning for supporting children's understanding of the natural environment. For example, there are no defined areas which attract wildlife or encourage children to dig and plant; to enhance their exploration and develop their senses of the world around them.

Parents meet with staff to discuss children's achievements and progress. Each child has their own developmental record, which shows children's achievements and their next stages for learning. Children who learn English as an additional language are supported well overall. Staff learn about children's home languages, obtaining key words to help children settle. Staff work effectively in partnership with other agencies. This liaison supports them in being able to identify where children need additional help, so children reach their expected levels of development.

The contribution of the early years provision to the well-being of children

The key person system is embedded into the staff practice and results in good relationships being established with parents and children from early on and supports children to settle quickly. Children arrive happily to nursery and confidently wave good bye to their parents or carers because they have developed good, caring relationships with kind and supportive staff.

Their personal social and emotional development is fostered well; children have formed some good friendships and play well together. Children show kindness and understand about taking turns. The older children role model kindness as they are very protective towards the younger children, and help them with tasks within the nursery. Staff manage children's behaviour well and use positive strategies to deal with any minor issues that may occur.

Children's specific health, dietary needs and allergies are recorded and understood by staff. Each child has an individual name card with a photograph so that dietary needs are adhered to at all times. Children learn about healthy lifestyles and follow good hygiene practices as they take responsibility for washing their hands appropriately throughout the day. Children are provided with a healthy and nutritious cooked meal during the day. Children's independence with their self-help skills are developing well as they serve their own lunch and choose when they would like their snack and drink.

The nursery is comfortable and has ample space for children to move around in safety and fully explore the resources. Staff conduct daily checks on the premises and effective risk

assessment procedures are in place to identify any hazards in the environment. Staff are well deployed, which helps to ensure that children are supervised and kept safe. Children learn to take risks in a safe environment and understand the rules at nursery, such as why they do not run indoors. The nursery has effective security systems in place and any visitors need to ring the doorbell and show their identification before entering the nursery.

The effectiveness of the leadership and management of the early years provision

The company have robust policies and procedures in place, such as whistle blowing and safeguarding which they implement effectively. For example, they investigate incidents and complaints robustly and forward notifications to relevant authorities. In addition, staff know and understand their responsibilities for safeguarding and have received safeguarding training. As a result, they keep children safe. Rigorous recruitment and vetting procedures are in place to check the suitability of all adults employed by the provider. In addition further security measures are in place due to the nursery being situated on the RAF base. Staff deployment is effective and as a result children are supervised well throughout the day. All staff hold a current and relevant first aid qualification, which means that there is always someone available who knows how to respond to any accidents appropriately.

The company have an effective management structure, which enables senior managers to monitor, advise and support the team. The manager has a strong desire for maintaining quality in all aspects of care and education in the setting. Staff are well supported. There are good systems for supervision and annual appraisals that identify training needs. Staff are keen to continually update their professional development and this has a positive impact on the setting.

Partnerships with parents are well embedded in to the nursery ethos. The setting places value in ensuring that parents develop a sense of belonging to the setting and can contribute to the well-being of their children. Parents are provided with information to ensure they are well informed about how the provision operates and their children's progress, achievements and daily experiences. Parents can also contribute to their children's learning and are provided with stickers to record any special moments whilst at home. Staff then add these to the children's learning journey books. Comments from parents indicate they are very happy with the service provided. The nursery has built up good relationships with local schools and other professionals, which supports children's continuity of care and transfer to school.

The Childcare Register

The requirements for the compulsory part of the Childcare Register are **Met**

The requirements for the voluntary part of the Childcare Register are **Met**

What inspection judgements mean

Registered early years provision

Grade	Judgement	Description
Grade 1	Outstanding	Outstanding provision is highly effective in meeting the needs of all children exceptionally well. This ensures that children are very well prepared for the next stage of their learning.
Grade 2	Good	Good provision is effective in delivering provision that meets the needs of all children well. This ensures children are ready for the next stage of their learning.
Grade 3	Satisfactory	Satisfactory provision is performing less well than expectations in one or more of the key areas. It requires improvement in order to be good.
Grade 4	Inadequate	Provision that is inadequate requires significant improvement and/or enforcement action. The provision is failing to give children an acceptable standard of early years education and/or is not meeting the safeguarding and welfare requirements of the Early Years Foundation Stage. It will be inspected again within 12 months of the date of this inspection.
Met		The provision has no children on roll. The inspection judgement is that the provider continues to meet the requirements for registration.
Not met		The provision has no children on roll. The inspection judgement is that the provider does not meet the requirements for registration.

Inspection

This inspection was carried out by Ofsted under sections 49 and 50 of the Childcare Act 2006 on the quality and standards of provision that is registered on the Early Years Register. The registered person must ensure that this provision complies with the statutory framework for children's learning, development and care, known as the Early Years Foundation Stage.

Setting details

Unique reference number	EY422030
Local authority	Hillingdon
Inspection number	932205
Type of provision	Full-time provision
Registration category	Childcare - Non-Domestic
Age range of children	0 - 8
Total number of places	74
Number of children on roll	98
Name of provider	Bright Horizons Family Solutions Limited
Date of previous inspection	02/06/2011
Telephone number	07739 911412

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Type of provision

For the purposes of this inspection the following definitions apply:

Full-time provision is that which operates for more than three hours. These are usually known as nurseries, nursery schools and pre-schools and must deliver the Early Years Foundation Stage. They are registered on the Early Years Register and pay the higher fee for registration.

Sessional provision operates for more than two hours but does not exceed three hours in any one day. These are usually known as pre-schools, kindergartens or nursery schools

and must deliver the Early Years Foundation Stage. They are registered on the Early Years Register and pay the lower fee for registration.

Childminders care for one or more children where individual children attend for a period of more than two hours in any one day. They operate from domestic premises, which are usually the childminder's own home. They are registered on the Early Years Register and must deliver the Early Years Foundation Stage.

Out of school provision may be sessional or full-time provision and is delivered before or after school and/or in the summer holidays. They are registered on the Early Years Register and must deliver the Early Years Foundation Stage. Where children receive their Early Years Foundation Stage in school these providers do not have to deliver the learning and development requirements in full but should complement the experiences children receive in school.

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