

Sunnyfields Day Nursery

19 Bromley Grove, Shortlands, Bromley, Kent, BR2 0LP

Inspection date	23/07/2014
Previous inspection date	28/03/2013

The quality and standards of the early years provision	This inspection:	3
	Previous inspection:	1
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		3
The effectiveness of the leadership and management of the early years provision		3

The quality and standards of the early years provision

This provision requires improvement

- The nursery promotes children's health well by providing nutritious snacks and meals and teaching about the importance of good hygiene.
- Children form positive, trusting bonds with staff.
- Children enjoy a broad range of challenging physical games and activities
- Parents receive a warm welcome as they arrive at the nursery and staff share information effectively.

It is not yet good because

- The provider and manager do not have a sufficiently thorough understanding of the process to follow should an allegation be made against a member of staff.
- While improvements have been made to the behaviour management policies, some strategies still in use for older children are not fully effective.
- Staff do not always offer children full support to explore their own creative ideas.

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 viewed all areas of the nursery.
- The inspector spoke with the provider, manager, staff, parents and children during the inspection.
- The inspector observed the interaction of staff and children during a range of activities.
- The inspector undertook a joint observation with the manager.
- The inspector viewed a selection of documentation including children's progress records.

Inspector

Liz Caluori

Full report

Information about the setting

Sunnyfields Day Nursery opened in 1998. It is one of two nurseries, of the same name, registered to Sunnyfields Day Nurseries Limited. The nursery is located in a detached house in a residential road in Shortlands in the London Borough of Bromley. Two childcare rooms, an office, kitchen and staff room are located on the ground floor. A further childcare room, storerooms and meeting rooms are located on the first floor. There is a lift available to reach the first floor. There is a secure garden for outdoor play and an outdoor terrace is located on the first floor. The nursery is registered on the Early Years Register and both the compulsory and voluntary parts of the Childcare Register. There are currently 70 children on roll, all of whom are in the early years age range. The nursery receives funding for the provision of free early education for children aged two, three and four. It is able to support children with special educational needs and/or disabilities and those who have English as an additional language. The nursery opens each weekday between 8am and 6pm for 51 weeks a year. It employs 13 staff to work with the children, 12 of whom hold a recognised early years qualification. The provider and holds the Early Years Professional status. The nursery also employs a cook and a cleaner.

What the setting needs to do to improve further

To meet the requirements of the Early Years Foundation Stage the provider must:

- implement a policy, which is understood by staff, in relation to the action to be taken in the event of an allegation being made against a member of staff which is in line with the Local Safeguarding Board guidance

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

- refine the arrangements to manage children's behaviour to focus solely on strategies which are positive
- review the organisation of resources, activities and displays to more fully promote children's creativity.

Inspection judgements

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

Children benefit from educational programmes that promote all areas of their learning. Staff undertake observations of children to which allow them, for the most part, to plan

interesting and challenging activities. Effective monitoring of children's individual achievements means helps to make sure that they all progress well. Appropriate arrangements are also in place to complete the required progress checks for two-year-old children. Staff regularly communicate with parents about their child's progress and encourage them to contribute observations from home.

Overall, the quality of teaching is strong. Children chat happily as they play and staff know how to extend their language development. They ask questions, which encourage children to think about their responses. Those working with the youngest children use a lot of repetition and naming words to help them build their vocabularies. There is a good focus on promoting children's physical skills. Babies have resources in their room and their outdoor play area to help them to practise crawling, standing and walking. Older children explore a broad range of equipment, including a large slide that offers a higher level of challenge to help children understand their own capabilities.

Staff provide regular opportunities for children to engage in arts and crafts. However, not all children are able to freely select art materials and there is a tendency for staff to plan activities with an intended end product. This does not encourage children to explore their own ideas. In addition, the wall displays throughout the nursery generally feature work created during adult-led activities. This does not celebrate children's creativity.

Topic based activities, such as looking at different continents, help children to develop their understanding of the world. In addition, they make good use of the outdoor play area to learn about nature. For example, with the skilful support of staff they enthusiastically look for insects and mini beasts in the flowerbeds.

The organisation of the day is effective with an appropriate mix of group times and free play opportunities. Staff give children opportunities to make choices about the activities they want to take part in and they are free to move to other areas when they feel ready. They receive encouragement to join in activities but are free to choose their own play if they do not want to participate.

One member of staff takes lead responsibility for coordinating the care of children with special educational needs and/or disabilities. She fully understands her responsibilities and effectively works with parents and other professionals in order to meet children's individual needs. There are also effective strategies to support children who speak English as an additional language.

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

Effective key-person arrangements help children to develop trusting bonds with staff to promote their sense of security. Staff also help children to develop practical skills to protect themselves such as how to cross the road safely.

Children generally behave very well and listen to the advice and guidance of staff. They develop effective social skills and are polite and friendly. Recent improvements to the

behaviour management policy mean that staff are receiving training on how to positively respond to challenging behaviour. This focuses on treating children as individuals and advises staff of the possible reasons behind certain behaviour. However, in the toddler and pre-school rooms some previous strategies remain in use. These require children to either remove their own name from a tree or move it down a castle, potentially into the mud, when they display unwanted behaviour. They are able to regain their previous status through good behaviour. These strategies are not positive and are not reflective of children's individual needs, ages and stages of development.

Staff promote children's health well. They help them to develop good personal hygiene routines, teaching them to wash their hands before eating and after using the toilet. They also encourage them to play outside in the fresh air each day. A cook prepares nutritious snacks and meals each day. These are extremely popular with the children and reflect their individual dietary requirements.

Children play with an impressive range of toys and equipment. Children in the pre-school room and the baby room are able to select items independently to extend their freely chosen play. However, staff generally set out the resources in the toddler room. They change these frequently so that children experience variety but this does not encourage them to explore independently. This means that they are not always able to freely select toys they want to play with, such as materials such as art and craft.

Staff prepare children well for their move to school. They aim to ensure that each child is independent in their self-care such as toileting and dressing themselves. They also liaise closely with parents to determine the specific support that individual children may need.

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

This inspection was brought forward following concerns raised about the way in which staff manage children's behaviour in the nursery. Ofsted carried out a visit to look into these concerns and issued a notice to improve. This specified that the provider must ensure that staff receive clear guidance about appropriate behaviour management strategies. In addition, staff must not threaten any punishment that could adversely affect a child's well-being. The provider and manager have taken action to address these issues including reviewing the policy and retraining staff. The improvements made are generally effective although the two rooms used by older children are continuing to use some less positive strategies.

The provider and manager take lead responsibility for safeguarding in the nursery. They have a clear understanding of the procedures to follow should concerns arise about the welfare of any child and these are set out in a clear written policy. The policy also sets out the process to be followed should an allegation be made against a member of staff. However, the provider and manager do not clearly understand how to implement this part of the policy. Specifically they are unaware that they should refer any allegations to the local authority safeguarding team for them to decide how best to proceed. This is a breach

of the requirements in relation to safeguarding but to date has not affected the safety of any child.

Appropriate safety precautions exist within the nursery. Staff check the identity of visitors and they are required to sign in the visitors' books. Staffing ratios are appropriate and any adult who has not been fully vetted is supervised at all times. Clear procedures are in place to induct new staff. The manager oversees this process that includes familiarising new staff with all emergency procedures.

Leadership arrangements are clear and there are robust arrangements to monitor all aspects of the service. Overall, self-evaluation arrangements are effective in identifying strengths as well as areas for improvement. The provider and manager are aware of their responsibility to promote children's learning and development and do this well. They closely monitor the rate at which children are progressing in order to identify any gaps in achievement. Regular supervision meetings take place to support staff development and to promote consistency within the nursery. In addition, the provider leads frequent staff meetings during which she focuses on different areas of training.

Children benefit from watching the friendly exchanges between their parents and the staff. Parents spoken to during the inspection are very happy with the service they receive. Effective arrangements are in place to share information with any other childcare settings attended by the children. This supports all practitioners in their efforts to provide coordinated and cohesive care.

The Childcare Register

The requirements for the compulsory part of the Childcare Register are

**Not Met
(with
actions)**

The requirements for the voluntary part of the Childcare Register are

**Not Met
(with
actions)**

To meet the requirements of the Childcare Register the provider must:

- implement effective procedures, which are understood by staff, intended to safeguard children being cared for from abuse or neglect. (Compulsory part of the Childcare Register)
- implement effective procedures, which are understood by staff, intended to safeguard children being cared for from abuse or neglect. (Voluntary part of the Childcare Register)

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	Requires improvement	The provision is not giving children a good standard of early years education and/or there are minor breaches of the safeguarding and welfare requirements of the Early Years Foundation Stage. It will be monitored and inspected within twelve months of the date of this inspection.
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 monitored and inspected again within six 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	137250
Local authority	Bromley
Inspection number	968855
Type of provision	Full-time provision
Registration category	Childcare - Non-Domestic
Age range of children	0 - 8
Total number of places	45
Number of children on roll	70
Name of provider	Sunnyfields Ltd
Date of previous inspection	28/03/2013
Telephone number	020 8313 9191

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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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