

Tom Thumb Nursery

The New Pavillion, Sutherland Memorial Park, Burpham, Guildford, Surrey, GU4 7JU



Inspection date

24 March 2015

Previous inspection date

3 February 2011

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Satisfactory	3
How well the early years provision meets the needs of the range of children who attend		Requires improvement	3
The contribution of the early years provision to the well-being of children		Requires improvement	3
The effectiveness of the leadership and management of the early years provision		Requires improvement	3
The setting does not meet legal requirements for early years settings			

Summary of key findings for parents

This provision requires improvement. It is not yet good because:

- The provider does not ensure all staff records are on site and has not gained prior agreement from Ofsted to keep them securely off the premises. This is a breach of the safeguarding and welfare requirements.
- The management team does not evaluate and monitor practice sufficiently to identify individual training needs and personal development. They do not provide opportunities for supervision to discuss and address any issues.
- Staff do not consistently use information gained from observing children to monitor and plan challenging activities to help children make good progress.
- Staff do not always provide opportunities for children to see and use their home language in play. This means they do not consistently encourage children's independence, or explore differences and similarities that connect and distinguish them from others.
- Staff do not provide parents with a good understanding of how their child is progressing and, therefore, miss opportunities to help parents extend learning at home.

It has the following strengths

- Staff interact with the children in a warm and nurturing manner and, as a result, children settle quickly and enjoy their time at the nursery.
- Children behave well. They develop positive attitudes towards one another and are eager to help their friends and staff when asked.
- Staff encourage children to choose and lead their own play. This ensures that they sustain interest in the activities they are undertaking.

What the setting needs to do to improve further

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

- ensure full staff records are available on site, or permission is granted by Ofsted for records to be held securely off site
- ensure that staff receive effective coaching and training, and supervision so they can talk confidentially, express their views and seek advice to improve their practice
- develop plans for all children's next steps so that activities have the right amount of challenge for every child.

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

- provide opportunities for children to play and learn using their home language, to support their independence and help other children to value diversity
- develop partnerships with parents, so that they can extend their child's learning beyond the nursery
- improve reflection and evaluation to identify key areas for improvement.

Inspection activities

- The inspector observed the children's play and the impact of the staff's interaction, indoors and outdoors.
- The inspector completed a joint observation with the deputy manager of the nursery.
- The inspector looked at documentation including a sample of children's assessment records, policies and procedures and staff records.
- The inspector talked with the staff team, some parents and the manager.

Inspector

Antonia Ogden-Meade

Inspection findings

How well the early years provision meets the needs of the range of children who attend. This requires improvement

Children settle well and quickly engage in activities when they arrive. They are motivated learners and staff use their interests to plan learning topics for the day. Staff sensitively adapt activities to follow these interests. For example, when staff saw the children become excited about using the gingerbread man cutter with playdough, they told a story about making gingerbread biscuits. This ensured that children remained interested in their learning. However, teaching is not always effective because staff do not always challenge children effectively to help them make good progress. Most children are engaged in the daily routine; however, some who have English as an additional language miss opportunities to make independent choices because staff do not always take into account their home languages. Staff welcome parents into the nursery and they value the relationship they have with their child's key person. However, staff do not provide parents with enough information about their child's progress so they can support learning at home.

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

Staff provide a bright and nurturing environment for the children. The indoor and outdoor areas are welcoming, and the manager ensures daily assessments of both areas mean that the children can play and learn safely. The children have strong relationships with their key person and they interact with the children in a warm and caring manner. Children also have positive relationships with other staff and children. Staff teach children to manage their behaviour and children have good regard for the resources around them. Staff effectively teach children about portion size as they serve themselves snack. They spend time out in the fresh air and learn physical skills, such as using a hoop. These activities contribute to their good health.

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

The management team completes safe recruitment procedures. They provide an induction to ensure staff understand their roles and responsibilities and the policies and procedures. This means staff promote children's health, safety and well-being. The manager and all qualified staff have attended safeguarding training. All staff understand the procedure to follow if they have a concern for a child. The provider keeps some staff records off site. This means they are not available to those who have a professional right or need to see them. The management team carry out an evaluation of the provision but this is not fully effective. They have not identified the inconsistency in children's assessments, or monitored teaching practice effectively to ensure children make good progress in their learning. The management team does not give enough focus to supporting staff to improve their practice because they do not provide adequate supervision or coaching.

Setting details

Unique reference number	EY341248
Local authority	Surrey
Inspection number	815236
Type of provision	Full-time provision
Registration category	Childcare - Non-Domestic
Age range of children	2 - 4
Total number of places	26
Number of children on roll	31
Name of provider	A B Childcare Ltd
Date of previous inspection	3 February 2011
Telephone number	07983989179

Tom Thumb Nursery School registered in 2006 and is one of two privately owned groups. The nursery school is located in Burpham, near Guildford. The nursery operates Monday to Friday during term time only, from 9.15am until 12.15pm, extending to 1.15pm if children stay for lunch. The nursery receives funding for the provision of free early education for children aged two, three and four years. The nursery makes provision for children with special educational needs and/or disabilities and for children who are learning English as an additional language. The nursery employs six members of staff; of these, five hold appropriate early years qualifications.

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