

# Phoenix Nursery

Phoenix Residency Halls, Flat 2, Block E, Southover Street, Brighton, East Sussex,  
BN2 9WN



## Inspection date

26 March 2015

Previous inspection date

21 July 2011

The quality and standards of the early years provision	This inspection: Previous inspection:	Outstanding Good	1 2
How well the early years provision meets the needs of the range of children who attend		Outstanding	1
The contribution of the early years provision to the well-being of children		Outstanding	1
The effectiveness of the leadership and management of the early years provision		Outstanding	1
The setting <b>meets legal requirements for early years settings</b>			

## Summary of key findings for parents

### This provision is outstanding

- The quality of teaching across the nursery is outstanding. Staff provide an exceptional range of high-quality learning experiences for children, indoors and outdoors. As a result, children are highly motivated, eager to explore, and develop a real interest in learning.
- All children, including those with special educational needs and/or disabilities, make outstanding progress in their learning.
- The nursery's leadership team is highly effective in driving improvement. Staff demonstrate an uncompromised commitment towards achieving excellence in all areas.
- Children form exceptional relationships with the staff that care for them each day. This means that children's individual needs are always met extremely well.
- Staff development is excellent and every opportunity is used to enrich the curriculum and promote children's learning.
- Qualified and experienced staff act as mentors to those less qualified and provide excellent role models. This has a positive impact on staff practice and the quality of interaction to support children's learning throughout the nursery.
- Excellent partnerships between parents and nursery staff ensure that parents are well informed about their child's developmental progress.
- Staff teams work particularly well together, which means that the organisation of the nursery is excellent. The nursery provides a relaxed, fun and homely environment where each child is respected and valued.

## What the setting needs to do to improve further

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

- refine strategies to engage the more active children indoors when bad weather does not permit them to go outside and exercise.

### Inspection activities

- The inspector discussed with the manager how she oversees the educational programmes for the children.
- The inspector looked at documentation, including the policies and the procedures.
- The inspector discussed with the manager her self-evaluation and improvement plan.
- The inspector talked to parents and considered their views.
- The inspector carried out a joint observation with the manager.

### Inspector

Judith Partridge

## Inspection findings

### **How well the early years provision meets the needs of the range of children who attend. This is outstanding**

Staff use their robust knowledge of how children learn, and their expertise in teaching, to provide an outstanding range of learning opportunities. Young children acquire key skills to support their development. For example, language and communication development is supported through the use of sign language. Children initiate many activities themselves, which are skilfully supported by staff. Children's interest in construction bricks leads to them exploring different shapes and designing their own creations. Children benefit from prolonged periods of uninterrupted time to play and experiment, which ensures that they remain engaged and focused on activities. Older children develop essential skills for future learning. They ask questions and solve problems, ensuring that they are well prepared for starting school. All the staff work in close partnership with parents and other professionals to support each child's learning needs through a shared approach. Planning and assessment arrangements are precise and sharply focused on every child's needs. They are shared frequently with all staff and parents to ensure each child makes rapid progress.

### **The contribution of the early years provision to the well-being of children is outstanding**

Exceptional care arrangements support children's well-being. New children settle quickly as staff allow them time to explore the environment. Staffing arrangements are consistent so children are very familiar with the staff, seeking them out for comfort when needed. Daily care practices, such as nappy changing, are carried out by the child's main carer. This supports their emotional security and self-esteem. Staff are excellent role models and play alongside children, helping the younger ones learn how to share and take turns. This helps children to form strong attachments with each other and quickly understand what behaviour is acceptable. Managers fully understand their responsibilities to safeguard children and are constantly carrying out risk assessments and reviewing safeguarding policies. They ensure that staff implement policies and safe working practices exceptionally well.

### **The effectiveness of the leadership and management of the early years provision is outstanding**

Strong accountability across all levels of managers and nursery staff underpins a shared commitment towards delivering exceptional standards. Highly effective arrangements for the recruitment of new staff and for the regular supervision and checking of staff performance leads to high levels of consistency. Leaders monitor staff closely and any development points are recognised and tackled through targeted training and support. Robust procedures for checking the quality of provisions ensure that children receive a rich and challenging range of activities. Thorough analysis of assessment information means that any potential learning needs are recognised. For example, leaders have recognised the need to engage the more active children indoors when bad weather does not permit them to go outside and exercise.

## Setting details

<b>Unique reference number</b>	130708
<b>Local authority</b>	Brighton & Hove
<b>Inspection number</b>	836287
<b>Type of provision</b>	Full-time provision
<b>Registration category</b>	Childcare - Non-Domestic
<b>Age range of children</b>	2 - 5
<b>Total number of places</b>	20
<b>Number of children on roll</b>	31
<b>Name of provider</b>	University of Brighton
<b>Date of previous inspection</b>	21 July 2011
<b>Telephone number</b>	01273 277 016

Phoenix Nursery registered in 1998. It is located in Brighton, East Sussex. The nursery operates for 45 weeks a year, and is open each weekday from 8.30am to 5.30pm, except for Wednesdays when it closes at 4pm. The nursery receives funding for the provision of free early education for children aged two and three. There are six staff, of whom one holds Early Years Professional Status and five hold relevant qualifications ranging from level 3 to level 6.

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