

Baby Grows Day Nursery

Middlefield House, Marlott Road, Gillingham, Dorset, SP8 4FA



Inspection date

11 August 2015

Previous inspection date

27 April 2009

The quality and standards of the early years provision	This inspection:	Good	2
	Previous inspection:	Good	2
How well the early years provision meets the needs of the range of children who attend		Good	2
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		Good	2
The setting meets legal requirements for early years settings			

Summary of key findings for parents

This provision is good

- Staff support children's personal, social and emotional development exceptionally well. They interact sensitively with children so that each child feels valued and develops a very positive sense of emotional well-being.
- Leadership and management is strong. Management provide frequent supervision and training opportunities for staff, which effectively helps them to develop their practice.
- Staff have completed behaviour management training. As a result, staff use consistent and highly positive strategies that help children learn to behave well. Staff have very high expectations for children and effectively boost their confidence and self-esteem.
- Staff are confident in their knowledge of safeguarding issues. They regularly attend child protection training and clearly understand the procedures to keep children safe.
- Staff plan effectively for children's individual next steps and interests. They provide a good range of meaningful play experiences, which actively support their learning.
- Management and staff continually reflect on how children learn through play, and evaluate practice. This shows their commitment to making continual improvements and promoting positive outcomes for children.

It is not yet outstanding because:

- Staff miss opportunities within some everyday routines to encourage older and more-able children to count, add and subtract, to fully promote their problem solving skills.
- Staff do not always organise some larger group activities well. They do not consistently encourage the interest and involvement of every child or make the most of all learning opportunities that arise.

What the setting needs to do to improve further

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

- make more use of everyday routines to promote children's problem solving skills
- ensure the organisation of some larger group activities fully encourage the participation and learning needs of all children.

Inspection activities

- The inspector observed children's interactions in play, indoors and outdoors.
- The inspector sampled documentation, such as suitability records, policies and self-evaluation forms.
- The inspector had discussions with management, staff and children.
- The inspector took parents written and spoken comments into account.
- The inspector completed several joint observations with the manager.

Inspector

Mary Daniel

Inspection findings

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

Staff promote children's learning and development very well. At this inspection, older children had great fun using their imagination as they made pretend meals in the mud kitchen. Toddlers quickly recognised colourful picture cards and were keen to match these. Babies showed great interest as they explored a wide variety of different objects, materials and textures. Staff extend children's play carefully through good use of questions and discussion. Overall, children are motivated in their play and consequently make good progress. Staff monitor and track children's achievements and provide parents with regular updates on their child's development. Parents comment that staff are 'wonderful' and their children enjoy going to nursery. Staff actively encourage parental involvement and incorporate any new interests or achievements from home in planning future activities. This actively promotes continuity in children's learning.

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

Staff create an extremely nurturing environment. They are very caring, reassuring and friendly, and children quickly form strong bonds with them. As a result, children feel secure, and settle quickly. Staff clearly recognise children's individuality and celebrate differences positively. Staff give clear emphasis to encouraging children's independence from a young age. Consequently, children quickly become confident and competent in their self-care skills. This prepares children very well for their move to school. Children develop an excellent awareness of keeping safe, fit and healthy. Older children learn how to take safe risks as they confidently climb, slide and balance across the play equipment. Toddlers enthusiastically join in with the actions of their favourite songs. They develop very good coordination and strength as they eagerly move across an obstacle course in different ways. Babies show great delight as they pull themselves up to standing and whizz down the slide. Staff give careful support to enable them to move around the playroom safely. Children greet each other happily and eagerly sing their 'hello' songs to their friends. This actively helps children gain a positive sense of belonging.

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

Management and staff have a good understanding of the requirements of the Early Years Foundation Stage. Management assess staff suitability effectively through a clear process of recruitment, induction and ongoing supervision, training and appraisals. They regularly meet with staff to share ideas and improve practice. As a result, staff form a strong team that work very well together. Since the last inspection, staff have implemented positive strategies for liaising with other providers that children attend. This regular liaison effectively helps staff to provide continuity for children's care and learning.

Setting details

Unique reference number	EY310439
Local authority	Dorset
Inspection number	827980
Type of provision	Full-time provision
Registration category	Childcare - Non-Domestic
Age range of children	0 - 8
Total number of places	100
Number of children on roll	96
Name of provider	Baby Grows Day Nurseries Ltd
Date of previous inspection	27 April 2009
Telephone number	01747 835533

Baby Grows Day Nursery registered in 2005. It is a privately owned nursery and is situated in Gillingham, Dorset. The nursery is open Monday to Friday from 8am to 6pm all year round, with a breakfast club from 7.30am. The nursery is accredited to receive funding to provide early years education for children aged two, three and four years. The owner/manager holds Early Years Professional Status. There are 18 staff employed who hold child care qualifications at level 2, 3 and 4.

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