

Phoenix Day Nursery

31 View Road, Cliffe Woods, Rochester, Kent, ME3 8JQ



Inspection date 2 December 2015
Previous inspection date 25 July 2011

The quality and standards of the early years provision	This inspection:	Good	2
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Good	2
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Good	2
Outcomes for children		Good	2

Summary of key findings for parents

This provision is good

- Staff engage parents in their children's learning. Parents feel included and informed, and shared learning provides a consistency of care for the children to support their progress.
- The children are confident and happy throughout their time at nursery. The staff know their key children well. Children have a good sense of belonging and develop high levels of well-being and self-esteem.
- The management team monitor and track children's progress well. Any gaps in development are promptly identified. The management have good knowledge of how to support all staff and children to close gaps in learning.
- The staff use the learning environments well, especially outdoors, to support children's investigatory and exploration skills. Children develop good physical skills.
- Children, including those learning English as an additional language, are well supported to make good progress. Staff use a wide range of effective approaches to support their individual learning.

It is not yet outstanding because:

- Staff do not always give children sufficient time to think and respond to conversations and questions, to further develop their communication and thinking skills.
- Staff miss some opportunities to promptly engage children into new activities to further develop their confidence in developing new skills.

What the setting needs to do to improve further

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

- strengthen the already good teaching skills further by consistently giving children sufficient time to think and respond when questioning and talking to them
- extend opportunities for children to be promptly engaged in new activities to further develop their confidence in developing new skills.

Inspection activities

- The inspector viewed children playing in the indoor and outdoor environments.
- The inspector observed staff interaction with the children.
- The inspector sampled a range of documentation, including a sample of the policies and procedures, staff suitability records and children's records.
- The inspector spoke to children, parents and staff, and took their views into consideration.
- The inspector carried out a joint observation with the manager.

Inspector

Kelly Hawkins

Inspection findings

Effectiveness of the leadership and management is good

The management team work well together. They are committed to monitoring staff practice and the quality of learning and teaching that staff offer all children. The management carry out regular observations and meetings with the staff to support their development, and attend regular network meetings with other professionals and settings. The management use these meetings to reflect and evaluate on their practice and implement new ideas that will drive improvements. The staff maintain these good links to support children's learning, helping to provide children with a continuity in their care and learning experiences. The management team encourage and motivate staff to continue their own professional development. For example, staff complete training and use information from this to improve the provision and their practice. For instance, after doing outdoor learning training staff now plan to extend children's learning opportunities by making better use of the surrounding outdoor area. Safeguarding is effective. Staff have good knowledge of the policies and procedures to follow if concerned for a child's welfare. Staff fully understand their roles and responsibilities to safeguard children's welfare.

Quality of teaching, learning and assessment is good

Staff plan to meet the individual needs of children well, taking into consideration their interests and individual personalities. All children are well supported to make good progress, including those with additional needs. Staff extend children's learning well. For example, they use paint to explore colours while splashing in puddles. Staff support children to engage in stories well. For example, staff engage children by encouraging them to act out a well-known story using props and a range of resources. Children develop good physical well-being. For example, they follow well-embedded health and hygiene routines, and are well supported to challenge themselves and take risks. This helps children to learn how to keep themselves safe and healthy.

Personal development, behaviour and welfare are good

Children develop good social skills, as they interact with both the staff and their friends constantly. Children show kindness and respect, while listening to others. The children generally demonstrate good manners and behave well. The staff are good role models. Staff promote children's understanding of diversity and differences within society well. Staff help prepare children with the skills they need to be ready for school. Staff make good links with local schools. They share children's progress and work together to share ideas and implement routines and activities. This helps prepare children well for their move from nursery to school.

Outcomes for children are good

All children make good progress in relation to their starting points. Children develop good social skills. For example, children participate in games and activities that support them to take turns and share.

Setting details

Unique reference number	EY360657
Local authority	Medway Towns
Inspection number	837977
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Age range of children	0 - 7
Total number of places	59
Number of children on roll	153
Name of provider	Kashaf Mahmood
Date of previous inspection	25 July 2011
Telephone number	01634 222253

Phoenix Day Nursery registered in 2007. It is located in the village of Cliffe Woods, Kent. The nursery is open Monday to Friday, 7.30am to 6.30pm, for 51 weeks of the year. The nursery also operates a before and after school club, as well as a holiday care provision. The nursery is in receipt of funding for the provision of free early education for children aged two, three and four. The nursery employs 25 staff, of whom, 18 hold appropriate early years qualifications between Level 2 and Level 6.

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