

Birchanger Nursery

Birchanger C of E Primary School, Birchwood, Birchanger, Hertfordshire, CM23 5QF



Inspection date

1 December 2015

Previous inspection date

12 October 2010

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Requires improvement	3
Quality of teaching, learning and assessment		Requires improvement	3
Personal development, behaviour and welfare		Requires improvement	3
Outcomes for children		Requires improvement	3

Summary of key findings for parents

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

- Planning undertaken by the manager and her staff is not fully effective. This is because it is not consistently supported by information gained through staff's assessment of children. As a result, planning does not specifically reflect children's individual next steps in learning in order for them to make good progress.
- The manager does not effectively undertake performance management of her staff. Therefore, she has failed to identify that at times, staff teaching does not fully meet children's individual needs.

It has the following strengths

- Parents report that the nursery's flexible settling-in procedure takes account of their children's emotional needs. Children have the opportunity to attend a toddler group prior to starting. This helps them to become familiar with the new environment and get to know the staff who will be caring for them.
- On the whole, children are improving their language and physical skills. They show an interest in recognisable songs and enthusiastically join in copying staff. Some children show their utter delight as they dance and jump around in time with the beat.
- At times, children show a sustained interest in play and learning. For example, they find out about numbers while reciting rhymes or counting along to find out how many little ducks are left.
- Staff develop sound relationships with parents, which help them to be consistently aware of children's changing care needs.
- Children spend time outside in the fresh air, which helps to promote their well-being.

What the setting needs to do to improve further

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

	Due Date
■ ensure that planning accurately reflects, and helps staff to support, all children's individual next steps in learning	17/12/2015
■ ensure that staff are supported through performance management to improve their personal effectiveness and deliver good quality teaching.	17/12/2015

Inspection activities

- The inspector observed the quality of teaching during activities indoors and outdoors and assessed the impact this has on children's learning.
- The inspector completed two joint observations with the nursery manager.
- The inspector held a meeting with the nursery manager. She looked at relevant documentation, such as the nursery's self-evaluation and evidence of the suitability of staff working in the nursery.
- The inspector spoke to and read feedback from a small selection of parents during the inspection and took account of their views.

Inspector

Ann Cozzi

Inspection findings

Effectiveness of the leadership and management requires improvement

The arrangements for safeguarding are effective. All staff in the nursery attend regular safeguarding training. Children are protected because the nursery has a clear safeguarding procedure which is known by staff and implemented in practice. However, the manager has not ensured that the requirements of the Early Years Foundation Stage are met in full. Staff are not effectively supported through performance management to consistently deliver good quality teaching. This has a negative impact on children's progress. Parents are encouraged to express their views and opinions about the service provided. For instance, they can leave comments when they visit the online service. Parents report that a regular newsletter includes an invitation to make comments about the service provided. This information is used by the manager to contribute to the nursery's plans for improvement.

Quality of teaching, learning and assessment requires improvement

Planning does not precisely reflect the specific learning needs of all children. As a result, staff do not effectively provide a range of suitable activities that support children, including disabled children and those with special educational needs, to make good progress. Children in the nursery are generally occupied and enjoy the time spent there. However, on occasion, activities do not provide appropriate levels of challenge. For instance, younger children's abilities are not considered by staff when planning group times. As a result, they do not join in group activities, choosing to roll around and chat to their peers. Children enjoy spending time in the outdoor play area. They demonstrate that they can play cooperatively with their peers, skilfully manoeuvring wheeled toys around a track and most obstacles in their path. Staff teaching is variable. For example, at times, staff intervene in and direct children's creative play, altering what they have done and telling them what they should do next.

Personal development, behaviour and welfare require improvement

Staff support children to learn about what is acceptable behaviour and how to play cooperatively with others. Children develop close bonds with their own key person and other staff in the nursery. They are provided with an environment which is clean, welcoming and safe for them to play in. Staff set out a wide range of activities for children before they arrive. However, planning does not ensure that children's varying levels of independence are fully supported. At snack time children are provided with a balanced range of foods including fresh fruit. This helps to promote their well-being.

Outcomes for children require improvement

Children are generally working within the range of development typical for their age, taking account of their starting points. Therefore, they develop some of the basic key skills needed for school.

Setting details

Unique reference number	402982
Local authority	Essex
Inspection number	868984
Type of provision	Sessional provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Age range of children	2 - 4
Total number of places	28
Number of children on roll	35
Name of provider	Birchanger Nursery Unit Committee
Date of previous inspection	12 October 2010
Telephone number	0777 3730754

Birchanger Nursery was registered in 2001. The nursery employs six members of childcare staff. All staff hold appropriate early years qualifications at level 2 or above. The nursery opens Monday and Friday from 9am until 12.30pm and on Tuesday, Wednesday and Thursday from 9am until 11.40am and from 12.25pm until 3.05pm, term time only. The pre-school supports a small number of disabled children and those with special educational needs. The nursery provides funded early education for two-, three- and four-year-old children.

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