

Harlequin Montessori Nursery

School Road, Billericay, Essex, CM12 9LH



Inspection date	7 December 2015
Previous inspection date	17 February 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

- The manager and staff have a secure understanding of the Early Years Foundation Stage. Self-evaluation has been used to maintain good standards throughout the nursery.
- Staff are deployed effectively. They skilfully involve themselves in children's play to encourage and promote their learning and development.
- Children enjoy close relationships with staff who help them to feel settled and secure. Staff talk to children in a calm and respectful manner. This helps children to understand how to manage their own behaviour and to make friends.
- Staff encourage all children to develop key skills for increasing independence. Children become self-motivated learners. They select appropriate activities for their learning needs and quickly gain the skills necessary for starting school.
- Comprehensive recruitment procedures help to ensure all adults who have contact with children are suitable. Staff understand how to safeguard children this helps them to protect them from harm.

It is not yet outstanding because:

- Group activities are not always organised well enough to help children who speak English as an additional language to participate fully.
- Staff performance management is not focused sharply enough on improving the quality of teaching to the highest level.

What the setting needs to do to improve further

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

- review how group activities are organised and support children who speak English as an additional language to participate more fully
- strengthen the performance management arrangements for staff and focus specifically on enhancing the quality of teaching.

Inspection activities

- The inspector observed the quality of teaching during activities and assessed the impact this has on children's learning.
- The inspector completed a joint observation with the nursery manager.
- The inspector held discussions with the nursery manager about the performance of the nursery.
- The inspector looked at relevant documentation, including the nursery's self-evaluation and evidence of the suitability of staff working in the nursery.
- The inspector spoke to a small selection of parents during the inspection and took account of their views.

Inspector

Julia Galloway

Inspection findings

Effectiveness of the leadership and management is good

The manager has a clear overview of the nursery. Thorough record keeping helps to promote all children's welfare and safety. There is a clear motivation to develop opportunities that enhance children's learning and development. The arrangements for safeguarding are effective. Staff have a good knowledge of the Early Years Foundation Stage and implement appropriate procedures to help safeguard children and promote their welfare effectively. Staff continually refresh safeguarding training that supports their practice. Most staff working with children hold appropriate childcare qualifications. They have the skills and understanding to fulfil their roles. Staff receive one-to-one supervision that generally identifies some areas where their performance can be developed. The manager is proactive in establishing links with local schools. She ensures that information is shared in a timely way so that children benefit from consistency in care and education.

Quality of teaching, learning and assessment is good

Children engage in a wide range of thoughtful and precisely prepared experiences that they can access independently. Their continued development is helped because educational programmes have depth and breadth across all aspects of learning. The overall quality of teaching is good. Staff successfully develop children's interest in learning new information. Children enjoy recalling their past experiences while discussing information from non-fiction books. Children's physical development is promoted well. They are provided with many opportunities to manipulate and investigate a range of equipment and resources. Children's progress is monitored and each child's key person identifies their next steps for learning. Staff gather information from parents about children's starting points when they begin. They use this to build on their own observations and to continue to exchange information that strengthens the assessment process.

Personal development, behaviour and welfare are good

Opportunities to develop children's independence are promoted throughout the nursery. All children appear happy and confident. They move around the range of activities provided, showing interest and curiosity. Partnerships with parents are strong. Regular discussions and daily diaries are used to exchange important information. Children's good health is promoted. They learn to adopt self-care routines, such as washing their hands before eating. Children benefit from playing in the fresh air and enjoy trips in the local community. Children's emotional well-being is assured. Staff use innovative ways to encourage children to discuss their feelings and to speak positively to each other.

Outcomes for children are good

Children, including those who receive early education funding, make at least good progress from their starting points. The nursery provides play-based experiences that foster children's interest in learning new skills in preparation for school. Children who speak English as an additional language settle quickly and gain confidence to play with others.

Setting details

Unique reference number	402203
Local authority	Essex
Inspection number	1021804
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	2 - 4
Total number of places	37
Number of children on roll	33
Name of provider	Ann Margaret Arber
Date of previous inspection	17 February 2011
Telephone number	01277 633223

Harlequin Montessori Nursery opened in 1992. It is privately owned and operates from a building in the grounds of the Billericay School, in Billericay, Essex. The nursery serves the local community and the surrounding towns and villages. The nursery employs 12 members of childcare staff. Of these, six hold appropriate early years qualifications at level 3 or above and four at level 2. The nursery opens from Monday to Friday term time only. Sessions are from 7.30am until 4.30pm. The nursery provides funded early education for two-, three- and four-year-old children. They support children who speak English as an additional language and disabled children and those with special educational needs.

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