

Royal Free Hospital Staff Day Nursery

27-29 Pond Street, London, NW3 2PN



Inspection date	5 April 2016
Previous inspection date	Not applicable

The quality and standards of the early years provision	This inspection:	Good	2
	Previous inspection:	Not applicable	
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 build strong relationships with parents. They help parents to feel included and build partnerships with families effectively from the very beginning of a child's placement.
- Children behave well and show confidence. Children know and follow the good routines and are proud of their achievements. Staff are positive examples to the children.
- The manager is aware of the setting's strengths and what will help to improve practice and outcomes. Staff and parents are effectively involved in the self-evaluation process.
- Children feel relaxed with the friendly staff and have a strong sense of security and belonging. They settle quickly and enjoy their chosen activities. They are taught well.
- The staff know each child well and observe the children's development closely. They plan effectively to move children on to their next stage in learning, giving extra support to close any gaps. Children make good progress, given what they know when they start.

It is not yet outstanding because:

- Staff do not make the best use of opportunities to enable children to be independent and practice self-care skills.
- Children do not always have time to think and respond to questions, to help further develop their speaking and listening skills.

What the setting needs to do to improve further

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

- provide more opportunities for children to manage tasks independently throughout the session
- give children enough time to think and answer questions to help develop their communication skills even further.

Inspection activities

- The inspector observed activities in all parts of the setting, including the outdoor provision.
- The inspector spoke to some members of staff and children at appropriate times during the inspection and held meetings with the management team.
- The inspector carried out a joint observation with the manager.
- The inspector looked at children's records, planning documentation and the setting's policies and procedures, including those related to the suitability of staff.
- The inspector took into account the written views of parents.

Inspector

Laxmi Patel

Inspection findings

Effectiveness of the leadership and management is good

The manager provides strong leadership for an effective staff team. There are good systems for monitoring staff performance and supervision. Staff take every opportunity to extend their knowledge and acquire new skills. They share their new learning within the staff team. This contributes towards effective changes in practice and has a positive impact on children's learning and development. The manager and staff complete regular monitoring of children's achievements to check progress, and identify any gaps in their learning. Safeguarding is effective. Staff understand their role in protecting children from harm. They are fully aware of what to do should they have any concerns about a child's welfare. The manager appraises and seeks the views of parents, children and staff to inform self-evaluation and identify areas to improve.

Quality of teaching, learning and assessment is good

Staff have a secure knowledge of how children learn and develop. They carefully organise the environment so that children enjoy using the wide range of toys and resources. They get to know the children well and are skilful in following children's individual interests and needs. This contributes to the children's good progress. Children develop their imagination, for example, as they build sandcastles in the sand. Staff get down to the children's level and join in with their play experiences. For example, they pretend to build sandcastles at the seaside. Staff generally promote children's language and communication skills effectively. For example, children learn new words when they actively sing songs. Babies' communication skills are also promoted well. For example, staff mimic their babbling, and name objects during their play.

Personal development, behaviour and welfare are good

Children feel a good sense of belonging and self-worth. Staff teach children right from wrong. They help children play together and show consideration to one another, to promote their social and emotional skills. Staff are caring and positive, and children feel happy, safe and secure in their care. Staff consistently praise and encourage children and this builds their self-esteem and confidence for future learning. Staff provide children with lots of opportunities to be active and to promote their good health. For instance, children enjoy exploring and negotiating obstacle courses outside.

Outcomes for children are good

Children make good progress in all areas of their learning. Children are generally confident talkers; for example, they join in during story times and happily communicate with friends. Older children develop good mathematical skills. For example, they learn to recognise numerals, count objects correctly, and solve problems. They confidently gain the skills needed for their next stages in learning, including starting school.

Setting details

Unique reference number	EY482404
Local authority	Camden
Inspection number	996120
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register
Age range of children	0 - 3
Total number of places	46
Number of children on roll	53
Name of provider	Royal Free London NHS Foundation Trust
Date of previous inspection	Not applicable
Telephone number	020 7794 9773

Royal Free London Hospital Staff Day Nursery has been operating for many years and re-registered in 2014 in line with changes to the trust. The nursery only accepts staff's children from the hospital. It is situated in the London Borough of Hampstead. The nursery is open each weekday from 7.30 am to 5.45pm for 51 weeks of the year. The nursery employs 19 staff, all of whom are qualified in early years.

This inspection was carried out by Ofsted under sections 49 and 50 of the Childcare Act 2006 on the quality and standards of provision that is registered on the Early Years Register. The registered person must ensure that this provision complies with the statutory framework for children's learning, development and care, known as the Early Years Foundation Stage.

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