

Inspection date

5 May 2016

Previous inspection date

16 April 2014

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		Good	2
Personal development, behaviour and welfare		Requires improvement	3
Outcomes for children		Good	2

Summary of key findings for parents

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

- Staffing arrangements do not ensure that staff-to-child ratios are met at all times.
- Staff do not consistently keep a record of when children leave the premises at the end of the day. This is also a requirement of the Childcare Register.
- The manager's monitoring of staff practice is not consistently effective in raising teaching to a consistently high standard.
- The manager has not yet implemented new systems to track the progress of different groups of children, to build on children's good progress further.

It has the following strengths

- Children play happily at the nursery and enjoy activities across all areas of learning. They make good progress in their learning.
- Staff manage any behaviour issues sensitively as they arise. They teach children good manners and help them learn right from wrong, and to share and take turns.
- Staff share information and develop trusting relationships with parents and other people involved in the children's lives, to promote consistency in children's learning and care. Parents speak highly of staff and feel that their children are prepared well for school.
- Staff have good opportunities to build on their professional development and attend training and meetings with the managers, to develop their skills well overall.

What the setting needs to do to improve further

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

	Due Date
■ ensure staffing ratios are effectively maintained at all times, to provide better consistency in meeting children's care and learning needs	05/05/2016
■ ensure an accurate record of attendance is maintained at all times, to fully promote children's welfare.	05/05/2016

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

- focus more precisely on the monitoring of teaching, to raise expectations of staff teaching skills to a higher level
- develop existing tracking systems to identify any differences in progress made by groups of children and to plan activities to further improve the already good learning outcomes for children.

Inspection activities

- The inspector observed activities in the playrooms and gardens.
- The inspector had discussions with children, parents and staff.
- The inspector undertook a joint observation with the manager.
- The inspector looked at observation files, tracking systems, the self-evaluation form and a selection of policies and children's records.

Inspector

Kim Mundy

Inspection findings

Effectiveness of the leadership and management requires improvement

The managers have not ensured that staff are always organised effectively at the beginning and end of the day to meet ratio requirements. In addition, staff do not consistently maintain an accurate record of children's hours of attendance. Staff supervise children well overall, and children are happily engaged in their play, which limits the impact of these weaknesses on their safety, well-being and learning. Staff work well in partnership with other professionals to support children's care and learning needs effectively. Safeguarding is effective. Staff have a good knowledge of how to follow local safeguarding procedures to help protect children. Rigorous recruitment procedures are followed and managers ensure that all staff complete suitability checks. Staff use self-evaluation to reflect on their practice and to make changes to benefit the children. For example, they are currently further developing children's outdoor play experiences.

Quality of teaching, learning and assessment is good

All children are keen and active learners. Staff successfully track individual children's progress to identify where they may require extra support to catch up with their peers. Staff consider the children's interests and plan a wide range of stimulating activities to build on their next steps in learning. Staff are good role models and they use effective teaching methods overall. For example, as children enjoy a planting activity, they model language clearly, demonstrate tasks and make suggestions to extend children's ideas. Staff help children to learn about the world in which they live. Children enjoy finding out about other people's beliefs and observing living things, such as chicks hatching.

Personal development, behaviour and welfare require improvement

Children settle well and staff care for them according to their individual needs. Children develop close relationships with their key person and other staff, and show that they are happy in their care. Staff model good hygiene practices which children copy, for example, as they wash their hands before eating snacks and throw away used tissues. During the inspection, children had fun using their imagination as they used resources such as large bricks. They learnt about keeping safe as they wore high-visibility jackets, ear defenders and hard hats to build a wall and develop their play. Children build on their good physical skills, for example, as they slide, balance and climb on apparatus.

Outcomes for children are good

Children develop good mathematical skills, and the most-able children enjoy further challenges, for example, as they learn to add and subtract. Children have good opportunities to practise holding a pencil as they write for different purposes. They learn to recognise their name, explore letters and the sounds these make. Children develop good confidence and self-esteem as they prepare for the next stages of their education.

Setting details

Unique reference number	EY279118
Local authority	Buckinghamshire
Inspection number	1050008
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 - 4
Total number of places	112
Number of children on roll	132
Name of provider	Bright Start Nurseries Limited
Date of previous inspection	16 April 2014
Telephone number	01296 381479

Bright Start Nurseries Ltd registered in 2004. It is open each weekday, from 7.30am to 6pm, all year round, with the option of extended hours on request. Staff also provide care before and after school for children attending the local school. These sessions run each weekday from 8am to 9am and from 3.15pm to 6pm. During holiday periods, the out of school provision operates from 8am to 6pm. The provider employs 22 staff. Of these, 15 staff hold appropriate early years qualifications at level 3 or above, and one member of staff holds qualified teacher status.

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