

Phoenix Nursery

Phoenix Nursery, Fry Road, STEVENAGE, Hertfordshire, SG2 0QQ



Inspection date

2 August 2016

Previous inspection date

25 February 2016

The quality and standards of the early years provision	This inspection:	Good	2
	Previous inspection:	Inadequate	4
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

- Since the last inspection, leaders have worked hard to use the information they gather through frequent and effective staff supervision to improve the quality and consistency of teaching. The leaders and staff maintain a proactive action plan to help them continue to work towards and sustain good quality practice.
- The very well-qualified staff group demonstrates a commitment towards broadening their knowledge through training. Since the last inspection, they have all attended courses that have significantly improved the way they plan and provide activities for children, to maximise learning opportunities indoors and outside. Teaching is good.
- Staff have improved procedures, in order to minimise the risk of the spread of infection and to promote children's good health. They consistently follow stringent hygiene procedures during all routines for children's personal care.
- Leaders and staff have successfully introduced an online method for recording frequent observations of children. This enables them to accurately assess the information they have and plan purposeful next steps for learning for every child. Parents value the knowledge shared with them online and regularly contribute to the information gathered.

It is not yet outstanding because:

- Babies and younger children do not have enough opportunities to choose resources freely and lead their play.
- On occasion, during some craft activities staff tend to step in and offer suggestions rather than supporting children to make decisions and test their own ideas.

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 babies and younger children to choose resources freely and lead their play
- develop further opportunities for children to make decisions within tasks and test their own ideas.

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 a joint observation with the deputy manager and discussed their findings.
- The inspector held a meeting with the manager and deputy manager. She looked at relevant documentation, such as the self-evaluation, action plans and evidence of the suitability of staff working in the provision.
- The inspector viewed documentation that included performance management, training and professional development, risk assessments, as well as the procedures for safeguarding.
- The inspector spoke to some parents during the inspection and took account of their views.

Inspector

Lynne Talbot

Inspection findings

Effectiveness of the leadership and management is good

The arrangements for safeguarding are effective. Staff have a secure knowledge of child protection procedures and know how to report concerns about children's welfare. The leaders have completed safeguarding training to address recent government requirements. Staff complete comprehensive risk assessments for all areas of the premises. These measures help to ensure that children's well-being is protected. The manager follows vigorous procedures for staff recruitment. New staff are supported well through a detailed induction programme. The manager uses information gathered from staff, parents and children to produce and maintain an action plan. Children's thoughts and comments are recorded, displayed on the wall and used in planning. A new, highly effective parent forum enables parents to express their views and play an integral part in the nursery. These methods all add towards the clear drive for continuous improvement.

Quality of teaching, learning and assessment is good

Staff model language effectively. They talk with children consistently and take time to listen to their responses, encouraging their further contribution. Children use a wide selection of materials to help them to write and draw. For example, staff provide writing materials outdoors in the mud restaurant and cooking area. They have also followed children's enjoyment of a popular storybook by providing a pretend potion station outdoors. Children learn about each other's language and culture. For example, staff speak in Italian to some children, which leads to children asking to learn some Italian words and discussing the way of life in Italy. Staff provide opportunities for children to become independent, such as by selecting and serving their own meals. Children discuss eating healthily as they enjoy the nutritious meals that are provided for them.

Personal development, behaviour and welfare are good

Children quickly form trusting relationships with staff during flexible settling-in periods. The transition of children between age groups is managed sensitively and in consultation with parents. The recent development of the garden gives children many opportunities for physical play and learning. Children investigate natural materials. For example, they explore a rock pool made by the nursery, following a trip to the seaside. Children eagerly experiment using the water wall, buckets and jugs. Some staff skilfully ask probing questions to help children consider weight and work out how to make the overflowing bowls light enough to carry. Children behave well, creating a vibrant and happy atmosphere for all. They proudly display the golden rules they have made on the wall.

Outcomes for children are good

Children are involved in their own learning. They place items on their individual display boards to share interests with others. Children initiate play, such as choosing to make dough at the dough station. They work collaboratively with others to build and measure the height of towers that they build. Managers review children's progress, in order to highlight and address any weaker areas in their learning. All children, including those who speak English as an additional language, make good progress in their learning. They are well prepared for school.

Setting details

Unique reference number	EY309806
Local authority	Hertfordshire
Inspection number	1041903
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	28
Number of children on roll	29
Name of registered person	Claire Michelle Erzingher
Registered person unique reference number	RP512561
Date of previous inspection	25 February 2016
Telephone number	01438 352366

Phoenix Nursery was registered in 2005. The nursery employs six members of staff. Of these, five hold appropriate early years qualifications. Two staff have early years qualifications at level 6. The deputy manager holds early years professional status. The nursery opens each Monday to Friday. Sessions are from 7.45am until 5.30pm. The nursery is closed during bank holidays, for one week at Christmas and for the last two weeks of August. The nursery provides funded early education for three- and four-year-old children. It provides care for children who speak English as an additional language.

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