

Squirrels Day Nurseries (Hemel) Ltd

Jupiter Community Free School, Jupiter Drive, Hemel Hempstead, Herts, HP2 5NT



Inspection date	8 September 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

- Children enjoy coming to the nursery. They settle well and staff provide reassurance throughout the day. Staff continually praise children during tasks and routines. This helps them to feel valued and to develop a sense of belonging.
- Staff know children well and are very mindful of their needs. They regularly check the progress that the children are making so that any gaps in their development are identified. They use the information gained to plan activities based on children's interests and implement appropriate interventions.
- Children are active and confident and develop good physical skills. Children are able to play indoors or outdoors and have fun exploring the high-quality resources on offer. They competently use a range of swings, climb trees and dig in the woodland. Younger children enjoy dancing and learn to twirl while balancing.
- The senior staff team is well qualified and aspires to provide a high-quality service for children and their families. It regularly reviews the provision so that it has a clear knowledge of strengths and areas to develop further.

It is not yet outstanding because:

- On occasions, less experienced staff do not effectively help to extend children's thoughts and responses.
- Occasionally, the adult-led activities planned for the afternoon are a repeat of those delivered in the morning. Some children who stay all day lose interest and become less engaged in their play and learning.

What the setting needs to do to improve further

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

- enhance less experienced staff's understanding of how to develop their teaching skills to help extend children's thoughts and responses
- provide an increased variety of activities to sustain all children's interest throughout the day.

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 nursery manager.
- The inspector held a meeting with members of the management team. She looked at relevant documentation, such as the nursery's self-evaluation, the safeguarding policy and children's records. She also looked at evidence of qualifications and the suitability of the staff working in the nursery.
- The inspector took account of parents' views through discussions and written comments seen during the inspection.

Inspector

Maura Pigram

Inspection findings

Effectiveness of the leadership and management is good

The arrangements for safeguarding are effective. Staff have a clear understanding of the potential indicators of abuse and are familiar with current safeguarding legislation. They know what action to take if they have a concern about a child's welfare. Since registration, the nursery has grown in terms of the number of children attending and several new staff members have been recruited. The procedures for recruitment are very robust to assure children's welfare. Staff have a thorough induction to help them to be familiar with policies and procedures. Appraisals and supervision meetings take place regularly and training needs are discussed. The senior staff team is a good role model and reviews the observations and assessments staff carry out. It is in the process of implementing a new online assessment system to check children's progress. Staff are also developing their records to show how different groups of children are progressing.

Quality of teaching, learning and assessment is good

Staff know children well and provide good opportunities for them to develop their sensory skills. Children enjoy exploring a variety of interesting materials and textures. For example, younger children have fun creating footprints from different coloured paints. Older children enjoy learning about different musical instruments and the noises that they can make. Children who speak English as an additional language are supported to understand. For example, staff use key words learnt from parents, repeat simple words and deploy good use of body language. These methods help children to make links in their learning and their understanding of English. Overall, the quality of teaching is good. For example, children delight in recalling the events of a popular story. They invent games and talk excitedly about what happens next.

Personal development, behaviour and welfare are good

Children are helped to quickly settle in their new surroundings. Staff work closely with parents to obtain information from them about their children's needs. Children's comforters are easily available and younger children can sleep according to their needs. This helps to support their emotional well-being. Good levels of hygiene and independence are well promoted. For example, children are encouraged to put on their own shoes and they help to prepare their own healthy snack. Children's safety is promoted at all times. For example, they are reminded how to safely use outdoor equipment. They are helped to have good manners and to be considerate towards each other. During play, older children remind their friends to use kind hands.

Outcomes for children are good

All children, including those who speak English as an additional language, are making good progress from their starting points. Children enjoy sharing books with their friends; they cuddle up together and talk about the story. This helps to support their early reading skills. Children are beginning to recognise letters and they count during their play, such as when they build models from construction blocks. Overall, they are developing the confidence, skills and attitudes needed to prepare them for their future learning and eventual move on to school.

Setting details

Unique reference number	EY492557
Local authority	Hertfordshire
Inspection number	1025019
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register
Age range of children	1 - 4
Total number of places	36
Number of children on roll	37
Name of registered person	Squirrels Day Nurseries (Hemel) Ltd
Registered person unique reference number	RP903406
Date of previous inspection	Not applicable
Telephone number	01442 263921

Squirrels Day Nurseries (Hemel) Ltd, was registered in 2015. It is one of four nurseries managed by the company. The nursery employs eight members of childcare staff. Of these, five hold appropriate early years qualifications at level 3. The provider and the manager hold early years professional status. The nursery opens all year round from 8am to 6pm, Monday to Friday, except for bank holidays and the last two weeks in August. Children can attend for a variety of sessions. The nursery provides funded early education for two-, three- and four-year-old children. It also supports children who speak English as an additional language.

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