

Treetops St Neots

4 Marlborough Road, Colmworth Business Park,, Eaton Socon, St. Neots,
Cambridgeshire, PE19 8YP



Inspection date 28 September 2016
Previous inspection date 25 July 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		Requires improvement	3
Personal development, behaviour and welfare		Requires improvement	3
Outcomes for children		Requires improvement	3

Summary of key findings for parents

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

- Although ratios are met in the nursery, there are times when staff are moved around during the day and are not deployed well enough to meet the children's needs.
- Staff do not always recognise and make the most of the learning that takes place during play and activities that children choose for themselves.

It has the following strengths

- The new manager is motivated and committed to making improvements to the nursery in order to raise standards. She is working alongside company managers and has begun to implement changes, such as ensuring that suitable contingency plans are in place to manage unexpected staff absences.
- There is stronger teaching for children when staff deliver adult-led activities that are identified on the planning. During these activities, children are engaged and take part in lively conversations with the staff.
- Children are encouraged to be independent. They choose what they want to play with and take their cups and plates away after meals.
- Parents make positive comments about their child's experience at the nursery. They report that they receive information each day about their child's care routines and the activities they have enjoyed.

What the setting needs to do to improve further

To meet the requirements of the early years foundation stage the provider must:

	Due Date
<ul style="list-style-type: none"> ■ ensure the deployment of staff is effective in supporting children's care and learning needs and that staff are aware of their roles and responsibilities at all times 	31/10/2016
<ul style="list-style-type: none"> ■ ensure that staff are supported in improving their teaching skills, recognising and building on the learning that arises from children's self-initiated play. 	31/10/2016

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

- focus more precisely on supporting every child, particularly during small-group activities and self-chosen play, to be fully challenged according to their individual ability and levels of confidence.

Inspection activities

- This inspection was carried out as a result of a risk assessment, following information received about this provider.
- 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 the nursery manager, the company childcare manager, field manager and with two members of staff. She looked at relevant documentation, such as children's records, a sample of policies and documents and evidence of the suitability of staff working in the nursery.
- The inspector spoke to a number of parents during the inspection and took account of their views.

Inspector

Melanie Eastwell

Inspection findings

Effectiveness of the leadership and management requires improvement

In response to concerns raised with Ofsted about adult-to-child ratios, the management has begun to recruit new staff and monitor staff's activity with the children. They have made changes to the organisation of the different group rooms. However, staff are not always deployed effectively to ensure that children are adequately supervised and that routine daily tasks are completed to a good enough standard. The arrangements for safeguarding are effective. Appropriate procedures are in place for recruiting suitable staff and for checking their ongoing suitability. Staff are required to complete the company's safeguarding training and they know what to do if any child protection concerns arise. All the documentation in relation to medicine and accidents is in place and records are completed accurately. The manager has identified her main plans for improvement in the nursery.

Quality of teaching, learning and assessment requires improvement

Children who choose to initiate their own play are not always supported by the staff to make the most of the learning that emerges from these self-chosen activities. Staff are key persons for the children and are often too busy following the planned activities. Therefore, the quality of teaching is variable. Staff plan for individual children's learning, following their interests and identified next steps. They make regular observations that are linked to the relevant areas of learning and the information is used to inform the ongoing planning of activities. Children enjoy the involvement from the staff in the planned learning. They listen eagerly to favourite stories, then explore different textures and sounds that relate to the story. This promotes their vocabulary as they use descriptive words with the staff.

Personal development, behaviour and welfare require improvement

Children's needs are not always met because of the way the staff are sometimes deployed. On occasion, there are not enough staff supervising toddlers when they are playing in the garden. Children are supported to settle in when they start attending. Staff invite parents for visits and to gradually leave their child. Staff work with parents when they are preparing for children to move into the next group room in the nursery. Children go for visits to the room and their progress is shared with the new key person. Children's care needs are met generally well. Staff have daily discussions with parents to ensure they can follow babies individual care routines and their stages of weaning are taken account of. Children have daily opportunities to play outside in the fresh air. They go for walks around the local area. Children play in the garden which has a range of fixed equipment to help to support their developing physical skills.

Outcomes for children require improvement

Children do not always make as much progress as possible because there are variations in the quality of teaching. Children are generally gaining skills that prepare them for the next stage in their learning. Older children learn to share and to respect each other. Younger children make choices about what they do and babies home routines are followed as closely as possible.

Setting details

Unique reference number	EY316231
Local authority	Cambridgeshire
Inspection number	1073839
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register
Age range of children	0 - 4
Total number of places	93
Number of children on roll	146
Name of registered person	Treetops Nurseries Limited
Registered person unique reference number	RP900833
Date of previous inspection	25 July 2014
Telephone number	01480 476817

Treetops St Neots was registered in 2005 and is part of Treetops Nurseries Ltd. The nursery employs 23 members of childcare staff. Of these, 11 hold early years qualifications at level 2 and above. The nursery opens from Monday to Friday all year round. Sessions are from 7.30am until 6.30pm. The nursery provides funded early education for two-, three- and four-year-old children.

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