

Cisco Early Years Nursery and Pre-school



Cisco Systems, 9-11 New Square, Feltham, Middlesex, TW14 8HA

Inspection date	10 October 2016
Previous inspection date	Not applicable

The quality and standards of the early years provision	This inspection:	Outstanding	1
	Previous inspection:	Not applicable	
Effectiveness of the leadership and management		Outstanding	1
Quality of teaching, learning and assessment		Outstanding	1
Personal development, behaviour and welfare		Outstanding	1
Outcomes for children		Outstanding	1

Summary of key findings for parents

This provision is outstanding

- The leaders and managers are inspirational. Rigorous checking of the quality of the provision through self-evaluation is securely embedded and is exceptionally effective.
- There is highly effective professional support for staff, that includes thorough supervision and monitoring processes, which sharply focuses their professional development even further.
- Children form very secure emotional attachments with staff through an exceptionally effective key-person system and a high-quality settling-in procedure. Children are extremely well behaved.
- Children's enthusiasm to learn is nurtured through well-planned activities and outstanding teaching throughout the nursery. Children are motivated and excited to learn and make outstanding progress in their learning.
- Staff have excellent partnerships with parents. They ensure that parents are well informed about their child's development and are able to play an active part in their child's ongoing development.
- Staff establish extremely effective partnerships with other early years professionals. For instance, staff have effective links with the other settings that children attend to share their development and achievements.

What the setting needs to do to improve further

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

- build on children's knowledge of information and communication technology to extend their understanding of the world even further.

Inspection activities

- The inspector spent the majority of time observing the children in the nursery.
- The inspector sampled children's information and development records.
- The inspector held discussions with the deputy manager, regional manager and staff.
- The inspector talked to parents and read parent questionnaires to obtain their views about the nursery.
- The inspector completed a joint observation with the deputy manager.

Inspector

Jennifer Devine

Inspection findings

Effectiveness of the leadership and management is outstanding

Safeguarding is effective. All staff fully understand their responsibilities to safeguard children. They keep up to date with any changes through a combination of in-house and external training courses. The management team shows a highly successful drive for improvement. It has a clear understanding of the strengths of the nursery and areas for development. For example, it recognises the importance of helping children use and understand information and communication technology to an even better level. Staff share their expertise to maintain their already high standards. For example, they are involved in regular room observations to support each other to highlight any areas for development in their teaching.

Quality of teaching, learning and assessment is outstanding

Staff have an excellent knowledge of how children learn and develop. They provide a wealth of highly stimulating and challenging experiences that support children's individual learning very well. Activities are exceptionally well planned to maximise children's creativity and for their imagination to flourish. For example, when children play in the garden and excitedly make a wall building with blocks, staff help them to create 'cement' using mud and water. Staff support children's communication and language development highly effectively. For example, they consistently speak clearly and encourage children to think about their answers to extend their thinking skills.

Personal development, behaviour and welfare are outstanding

Children develop an excellent awareness of healthy lifestyles and healthy eating. For example, they enjoy handling real fruit and vegetables when they play in the home corner. Children make choices about when they would like a snack. They independently wash their hands before they help to cut up bananas and apples carefully. This supports their physical skills and hand-to-eye coordination very well. Children can choose when they play outdoors and thoroughly enjoy the garden activities. The garden is well resourced and all children investigate and explore the natural environment with relish. For example, young babies crawl over to wind chimes, reaching out to make them move. They experience different smells and textures in the sensory garden.

Outcomes for children are outstanding

All children are exceptionally well prepared for the next stage in their learning and the move to school. They are active and confident learners. Children develop excellent literacy skills and readily practise their early writing. For example, they develop hand control when they write their names in flour. Children gain excellent independence skills from an early age and communicate their needs well.

Setting details

Unique reference number	EY478686
Local authority	Hounslow
Inspection number	993820
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	55
Number of children on roll	55
Name of registered person	Bright Horizons Family Solutions Limited
Registered person unique reference number	RP901358
Date of previous inspection	Not applicable
Telephone number	0208 824 9105

Cisco Early Years Nursery and Pre-school registered in 2014. It is managed by Bright Horizons and operates for employees of Cisco International at Bedfont Lakes in Feltham, in the London Borough of Hounslow. The nursery is open from 8am to 6pm on Monday to Friday, all year round, except for one week at Christmas and on bank holidays. The nursery receives funding to provide free early education to children aged three and four years. The nursery employs 17 staff, 14 of whom hold relevant childcare qualifications.

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