

# Brightlands Day Nursery

107 St. Georges Road, Cheltenham, Gloucestershire, GL50 3ED



**Inspection date** 19 October 2016  
Previous inspection date 16 April 2013

| <b>The quality and standards of the early years provision</b> | <b>This inspection:</b> | <b>Requires improvement</b> | <b>3</b> |
|---|-------------------------|-----------------------------|----------|
|   | 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:

- A suitably qualified member of staff is not allocated to work consistently with the babies to ensure they make good progress.
- Staff who work with the youngest children do not help children learn and develop well enough, particularly in their communication and language skills.
- Leaders do not have effective self-evaluation routines to help them identify how they can ensure that children's outcomes are good or better.

### It has the following strengths

- Staff check children's progress overall to identify and address any specific gaps in their learning.
- Staff interact with the older children well. They provide interesting experiences to support their learning and development effectively.
- Staff form effective partnerships with parents and other early years settings children attend. They share information regularly about children's progress and general well-being, supporting their emotional development well.

## What the setting needs to do to improve further

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

- |  | <b>Due Date</b> |
|--|-----------------|
| ■ ensure that at least one member of staff working with babies holds a relevant level 3 qualification                                  | 10/11/2016      |
| ■ ensure children have challenges and experiences suitable for their age, particularly in developing their language and communication. | 10/11/2016      |

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

- develop more thorough self-evaluation routines to help identify and remedy weaknesses and improve children's outcomes.

### Inspection activities

- The inspector observed staff interactions with children and the quality of teaching, including in the baby room and the outside learning environment.
- The inspector held meetings with the owner/manager of the provision and her management team.
- The inspector checked evidence of the suitability checks and qualifications of staff working with children, the provider's self-evaluation, and the improvement plan.
- The inspector spoke to the staff and children and took into account the views of parents and carers spoken to on the day.
- The inspector looked at a range of documentation, including children's records, safeguarding procedures, and written policies and procedures.

### Inspector

Hilary Tierney

## Inspection findings

### **Effectiveness of the leadership and management requires improvement**

The manager has not ensured there is a suitably qualified person working with babies at all times, so they do not learn as well as they might. The management team carries out regular supervision to check staff performance. It identified issues about the quality of teaching and supervision in the baby room, but has not ensured there are suitably qualified members of staff in place there. Safeguarding is effective. The manager and staff team are clear about the procedures to follow in the event of having any child protection concerns. Partnerships with parents are good. Parents speak highly about the staff and the care they provide. Although some self-evaluation is completed, the management team does not identify areas of weakness effectively to help ensure that children's outcomes are good.

### **Quality of teaching, learning and assessment requires improvement**

Staff provide challenge for children inside and outside. For example, children enjoy role play in the garden area and enjoy practising their songs for the coming nativity play. Children enjoy exploring in the sensory garden area, looking for bugs and learning about the world around them. Children enjoy counting and developing their mathematical knowledge. For example, as children play a game of skittles they count confidently how many skittles have been knocked over, and how many are left standing. Staff do not support the youngest children effectively however, particularly in helping them develop their emerging language skills.

### **Personal development, behaviour and welfare require improvement**

Children are happy and confident in the welcoming environment. Staff support children's emotional well-being adequately. Children have a close relationship with their special person. Children learn about healthy lifestyles and suitable personal hygiene practices. Older children have regular access to the outside play area where they can explore and develop their physical skills and learn how to relate to each other. However, the youngest children are not supported well enough to make good progress in their development.

### **Outcomes for children require improvement**

Children develop some of the skills they need for future learning. However, they do not make the good progress of which they are capable to help prepare them for moving on to school. Older children develop their early writing and number skills. They put on their own coats, hats and shoes ready for outside play. However, the younger children do not develop their communication and language skills well enough. All children are happy and demonstrate they feel safe at the setting.

## Setting details

|  |                          |
|--|--------------------------|
| <b>Unique reference number</b>                   | 101614                   |
| <b>Local authority</b>                           | Gloucestershire          |
| <b>Inspection number</b>                         | 1061130                  |
| <b>Type of provision</b>                         | Full-time provision      |
| <b>Day care type</b>                             | Childcare - Non-Domestic |
| <b>Registers</b>                                 | Early Years Register     |
| <b>Age range of children</b>                     | 0 - 4                    |
| <b>Total number of places</b>                    | 48                       |
| <b>Number of children on roll</b>                | 62                       |
| <b>Name of registered person</b>                 | Alison May Cupper        |
| <b>Registered person unique reference number</b> | RP513029                 |
| <b>Date of previous inspection</b>               | 16 April 2013            |
| <b>Telephone number</b>                          | 01242 230938             |

Brightlands Day Nursery is privately owned and registered in 1997. The nursery is open from Monday to Friday from 8am to 6pm all year round, excluding bank holidays. The nursery receives funding for free nursery education for children aged three and four years. There is a team of 18 staff, including the owner who manages the setting. One member of staff has qualified teacher status and the owner has early years professional status. Most other members of staff hold early years qualifications at level 2 and level 3.

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