

# Bright Horizons Kingston Day Nursery and Preschool



95 Richmond Road, Kingston Upon Thames, KT2 5BT

## Inspection date

4 January 2017

Previous inspection date

10 September 2015

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:

- The high number of recent staff changes has a negative impact on the quality of the provision. Children in the pre-school do not have a key person, as required, to support them and work with their parents. Insufficient information is shared between staff and parents about children's care and learning to provide consistency in their development.
- The manager does not monitor staff's teaching practice effectively, or offer staff the support and training they need to ensure that they provide children with challenge in their learning. Children in the pre-school do not make good progress in their learning.
- The manager's use of self-evaluation is weak and does not successfully identify and target all areas that require improvement, for example, the varied quality of teaching.
- Staff do not provide children with enough opportunities to learn about similarities and differences between them, or to explore the local community and the wider world.

### It has the following strengths

- Staff are kind and act as positive role models for children. Children behave well.
- Children have plenty of opportunities to develop their independence skills.
- Staff in the baby and toddler rooms provide stimulating environments where children readily engage in activities and enjoy their learning.

## 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>
<ul style="list-style-type: none"> <li>■ assign a key person to each child to ensure that they receive the support they need and feel emotionally secure</li> </ul>	06/02/2017
<ul style="list-style-type: none"> <li>■ develop good partnerships with parents and improve information sharing about children's learning, development and care needs to provide children with the continuous support they need</li> </ul>	06/03/2017
<ul style="list-style-type: none"> <li>■ provide more effective support, guidance and training opportunities for all staff to improve the overall quality of teaching and the outcomes for children.</li> </ul>	06/03/2017

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

- make better use of self-evaluation to identify where improvements are needed to meet requirements and improve outcomes and learning experiences for children
- provide greater opportunities for children to learn about similarities and differences between them, diversity in the local community and the wider world.

### Inspection activities

- This inspection was carried out following Ofsted's risk assessment process.
- The inspector spoke to staff, parents and children at appropriate times during the inspection.
- The inspector held a meeting with the management team and sampled a range of relevant documentation, including documents confirming staff's suitability and qualifications, and children's assessments.
- The inspector observed the staff deployment and the quality of teaching across the nursery and pre-school and the impact this has on children's learning.
- The inspector completed a joint observation with the manager and held a discussion regarding the learning that took place.

### Inspector

Katarina Hustava

## Inspection findings

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

The manager is working on an action plan to raise the quality of the provision. However, she has not recognised the negative impact that staff changes have on children's development. For example, children in the pre-school do not have a key person to support their individual needs and this also has a negative effect on sharing information with parents. Safeguarding is effective. Most staff are trained in first aid and they have all attended safeguarding training. They have a good understanding of the procedures to follow if they have a concern about a child's welfare. Overall, the management team works quite well together and has taken action to ensure that the ratio requirements are met consistently. They regularly review policies to check they are effective. The manager has supervision meetings with staff but fails to provide good support, or enable staff to attend relevant training, to improve their teaching skills.

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

Not all children have good learning experiences and they do not make the progress they are capable of. Assessments of children's learning are completed and used effectively to plan positive learning experiences for the younger children. Staff in the pre-school group are temporary; the quality of teaching is inconsistent and interactions with the children are not good. Staff do not know the pre-school children well and they fail to build effectively on what children know and can do. Staff do not offer children many opportunities to learn about similarities and differences between them and the wider world, and children have limited opportunities to explore the local community. Staff often read with the children and engage with them in conversations during group time.

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

The key-person system is not implemented effectively in the pre-school. However, staff are suitably deployed to keep children safe. Staff encourage children to be active indoors as well as outdoors. For example, children move to actions, play with balls and balance on the wooden bricks outdoors. Staff monitor children's hygiene routines effectively. They make sure that all food is stored safely, and that children have regular meals and snacks, as part of healthy lifestyles. A suitable range of resources is available for children to use.

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

Children in the pre-school are not challenged in their learning. They lack consistent teaching and are often left to play unsupported. Overall, most children make steady progress that is typical for their ages. They develop confidence and learn to be independent and manage their personal needs. They enjoy being active outdoors and learn to lead healthy lifestyles. Children practise their early writing skills and learn to count.

## Setting details

<b>Unique reference number</b>	EY475354
<b>Local authority</b>	Kingston upon Thames
<b>Inspection number</b>	1080751
<b>Type of provision</b>	Full-time provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Age range of children</b>	0 - 4
<b>Total number of places</b>	74
<b>Number of children on roll</b>	66
<b>Name of registered person</b>	Bright Horizons Family Solutions Limited
<b>Registered person unique reference number</b>	RP901358
<b>Date of previous inspection</b>	10 September 2015
<b>Telephone number</b>	0203 780 7913

Bright Horizons Kingston Day Nursery and Preschool is part of a large chain of nurseries owned and run by Bright Horizons Family Solutions Limited. The nursery registered in 2014 and operates from Kingston upon Thames. It opens Monday to Friday from 7.30am to 6.30pm all year around, except for bank holidays. The nursery employs 14 permanent members of staff. Of these, one holds a degree in early years, eight staff hold a relevant childcare qualification at level 3, and two hold qualifications at level 2. A chef also works on the premises. The nursery receives funding for the provision of free early education for children aged three and four years.

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