

Cherry Tree Bi-Lingual day Nursery and Pre- School/School Club

15 Horselers, HEMEL HEMPSTEAD, Hertfordshire, HP3 9UH



Inspection date

Previous inspection date

4 April 2017

14 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 quality of teaching is too variable, and the planning of activities is not always precisely focused on children's individual learning needs.
- The manager does not always initiate all aspects of her recruitment procedure, or implement thorough procedures to cover staff's use of the nursery mobile phone.
- Supervision procedures to monitor staff practice are not fully effective, and self-evaluation is not always effectively used to robustly identify ongoing targets for improvement.

It has the following strengths

- Staff are friendly and attentive to the children's needs. Parents comment that their children settle well at the nursery. Staff appropriately support children to learn how to manage their behaviour. They praise children for their achievements, which successfully develops their confidence and self-esteem.
- The manager and staff have worked hard to develop the outdoor environment. Children enjoy daily opportunities to play outside in the fresh air, which supports their good health and physical skills.

What the setting needs to do to improve further

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

	Due Date
■ improve the quality of teaching and planning of activities so that all children are consistently engaged in challenging, purposeful play	30/06/2017
■ implement recruitment procedures more effectively to ensure new members of staff are suitable to fulfil the requirements of their role	28/04/2017
■ ensure aspects of the mobile phone policy are strengthened to include the use of the nursery mobile phone.	28/04/2017

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

- strengthen supervision procedures to ensure staff receive the support they need to improve their teaching practice further, and improve self-evaluation processes to support the continuous development of the provision.

Inspection activities

- The inspectors 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 inspectors held a meeting with the nursery manager. They looked at relevant documentation and evidence of the suitability of staff working in the nursery.
- The inspector spoke to a small selection of parents during the inspection and took account of their views.

Inspectors

Ann Austen / Naomi Brown

Inspection findings

Effectiveness of the leadership and management requires improvement

The manager has begun to assess the quality of the provision but has not yet identified how areas of weaknesses are to be improved. Furthermore, current supervision procedures are not having a significant enough impact on improving quality teaching to ensure consistency across the setting. The arrangements for safeguarding are effective. The manager and staff have strengthened their ability to protect children by attending child protection training and reviewing the Local Safeguarding Children's Board procedures. Recruitment procedures, including Disclosure and Barring Service checks, are in place to support the manager to assess a person's suitability. However, on occasions, the manager does not ensure that all aspects of the nursery procedures are appropriately followed. For example, references from previous employees are not always obtained in a timely manner. A mobile phone procedure is in place which staff follow. However, the manager has not considered all potential risks associated with staff using the nursery mobile phone.

Quality of teaching, learning and assessment requires improvement

Some teaching is not good enough to promote children's strongest development. Staff working with the youngest children do not always ensure adult-led activities are suitable for their stage of development. Furthermore, staff sometimes miss opportunities to skilfully question and challenge children's thinking as they play. Staff make appropriate observations and assessments of the children's learning. However, this information is not always effectively used to plan stimulating activities that promote children's progress. Nevertheless, children are occupied and enjoy their time at the nursery. Staff respond to the sounds and gestures younger children make, which encourages their early language development. Older children enjoy manipulating dough and confidently use tools, such as cutters for a purpose. They are encouraged by staff to use their imaginations to make their own creations out of dough and demonstrate pride in their achievements.

Personal development, behaviour and welfare require improvement

Staff seek appropriate information from parents about each child's needs, such as known allergies and medical requirements when they start to attend. This supports continuity in their care. Children are provided with a suitable range of healthy meals and snacks. They have daily opportunities to be physically active. Children move wheeled toys, push wheel barrows and climb the steps of the slide with increasing coordination and control. They make new friends and are encouraged to be kind and respectful towards one another.

Outcomes for children require improvement

Overall, children make steady progress in their learning and development in relation to their starting points. Children gain some skills in readiness for school. They are encouraged to develop independence in their personal care, including putting on their own coat before going outside to play. Older children are developing their listening, language and mathematical skills. They count with growing confidence and can differentiate between big and small objects.

Setting details

Unique reference number	EY405834
Local authority	Hertfordshire
Inspection number	1086382
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 - 7
Total number of places	33
Number of children on roll	55
Name of registered person	Pastor Albeiro Ocampo Montoya and Dalia Ros Partnership
Registered person unique reference number	RP903499
Date of previous inspection	14 September 2015
Telephone number	01442 247237

Cherry Tree Bi-Lingual day Nursery and Pre-School/School Club was registered in 2010. The nursery employs 10 members of childcare staff. Of these, seven hold appropriate early years qualifications at level 2 or above, including one with qualified teacher status. The nursery opens from Monday to Friday all year round. Sessions are from 7am until 7pm. The nursery provides funded early education for two-, three- and four-year-old children.

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