

Budding Wood Private Day Nursery

78 Deans Road, Swinton, MANCHESTER, M27 0JF



Inspection date

12 July 2017

Previous inspection date

28 August 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:

- Since the last inspection there have been significant staff changes. This has had a negative impact on the overall quality of the provision.
- Weaknesses in the organisation and deployment of staff mean the quality of teaching, learning and some aspects of care are not consistently strong.
- Arrangements for training and professional development do not focus enough on improving the quality of teaching.
- Systems for self-evaluation are not rigorous enough to identify weaknesses and drive improvements at the setting.

It has the following strengths

- Staff have a very strong focus on safeguarding. They have a broad understanding and are able to implement effective procedures to help ensure children are well protected.
- Children who have special educational needs and/or disabilities are identified quickly. Staff work closely with parents and external agencies to help these children get the support they need.
- Children benefit from a stimulating and welcoming environment indoors and outside which keeps children motivated and interested in a broad range of activities.
- Children enjoy an excellent range of freshly prepared nutritious meals and snacks.

What the setting needs to do to improve further

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

	Due Date
■ ensure the deployment of staff meets the individual needs of all children	26/07/2017
■ review the program for staff supervision and ensure there is a well-established program of professional development to coach and support staff to improve the quality of teaching and drive continuous improvement	26/07/2017
■ ensure that every child's care is consistently tailored to meet their individual needs.	26/07/2017

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

- implement a rigorous process for self-evaluation that uses challenging criteria in order to further improve the quality of the provision.

Inspection activities

- 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 early years teacher.
- The inspector held meetings with the manager and the special educational needs coordinator.
- The inspector checked evidence of the suitability of adults working in the setting, looked at relevant documentation and discussed the setting's self-evaluation and plans for improvement.
- The inspector spoke to and took account of the views of staff, children and parents during the inspection.

Inspector

Vickie Halliwell

Inspection findings

Effectiveness of the leadership and management requires improvement

Systems to monitor the quality of the provision are not rigorous enough. There has been a very high turnover of staff and significant re-organisation within the nursery. Managers are keen to drive improvement and are fully committed to addressing recent issues. Staff meetings are well used to promote team building and improve staff morale. However, issues with staff deployment remain. Some steps have been taken to try and minimise disruption to children but this has not been completely avoided. At times children have to move to other rooms to maintain staff to child ratios. This is particularly unsettling for children under two years of age. Some staff are highly qualified and model good teaching, however, support and coaching opportunities for other staff are restricted because staff routinely work in isolation. The arrangements for safeguarding are effective. Staff know who to contact to report concerns to. Routine risk assessments help ensure the nursery is a safe place to play in.

Quality of teaching, learning and assessment requires improvement

Weaknesses in organisation and the deployment of staff have a negative impact on the quality of teaching and learning. Valuable learning is interrupted because staff working alone have to stop to meet the immediate needs of other children in the room. In addition, the quality of staff's knowledge and ability to deliver good teaching is variable. Strong staff skilfully engage and extend children's learning as they play. Children excitedly experiment with powder paints to create new colours. Inspired by new concepts children play with imagination, using the outdoor area to mix and create their own 'potions'. In contrast, some staff struggle to sustain children's initial interest in stories, particularly when working with a larger group. Overall, staff generally know individual children well. They complete regular assessments of children's learning and broadly plan for the next steps in their learning.

Personal development, behaviour and welfare require improvement

The occasional need for babies to move into the main building is briefly unsettling and does not meet their care needs. Otherwise staff work exceptionally closely with these parents to ensure individual routines are followed. Despite staff changes, children throughout the nursery are happy and settled, they move around confidently and enjoy their time. Self-help skills and personal independence are very well promoted. All children benefit from daily outdoor play. Older children enjoy weekly trips to the forest school where they excitedly explore the woodland. Staff are positive role models who support children well as they learn to manage their behaviour.

Outcomes for children require improvement

Not all children make enough progress. However, despite weaknesses identified some children progress well. They are becoming confident learners who enjoy gaining new skills within a safe and supportive environment. Older children who are due to move to school have developed many of the key skills they need. They communicate confidently and many are achieving high levels of personal independence.

Setting details

Unique reference number	EY438137
Local authority	Salford
Inspection number	1108189
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 - 5
Total number of places	36
Number of children on roll	52
Name of registered person	Budding Wood Ltd
Registered person unique reference number	RP531168
Date of previous inspection	28 August 2014
Telephone number	0161 728 2133

Budding Wood Private Day Nursery registered in 2011. The nursery opens Monday to Friday, from 8am until 6pm, all year round, excluding bank holidays and one week at Christmas. The nursery provides funded early education for two-, three- and four-year-old children. The nursery supports children who have special educational needs and/or disabilities. The nursery employs 13 members of staff including the management team. Of these 11 hold appropriate early years qualifications at level 3 and above, including one with a level 6 qualification and one with qualified teacher status.

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