

The Growing Tree Nursery

Pentland Way, Off Tweedale Grove, Ickenham, Middx, UB10 8TS



Inspection date	2 August 2017
Previous inspection date	25 March 2014

The quality and standards of the early years provision	This inspection:	Good	2
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Good	2
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Good	2
Outcomes for children		Good	2

Summary of key findings for parents

This provision is good

- The management has a good understanding of the provision. Managers identify and implement improvements. For example, since the last inspection, the garden areas have been improved to offer an inviting environment for outdoor play and activities. Children enjoy digging, growing and watering plants in the mud kitchen area and playing actively using physical play equipment.
- Staff complete regular observations and assessments of children's learning. They identify and respond quickly to close any gaps in development. Good partnerships with other early years professionals help staff gain guidance and advice to support children who have special educational needs well.
- Children are happy and settled. They enjoy warm, caring relationships with staff. They behave well and are learning to respect others. For example, older children are developing skills in negotiating with their friends to take turns.
- Older children confidently express and share their thoughts and ideas with each other and adults. They are well prepared emotionally and develop skills, such as early reading, ready for starting school. For example, they recognise that print carries meaning and correctly identify when written words match.

It is not yet outstanding because:

- At times, some staff miss opportunities to support children during their self-chosen play and activities to build on their interests and learning more effectively.
- Some activities are not fully extended to challenge most-able and older children at a higher level.

What the setting needs to do to improve further

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

- develop staff's support of children's interests to extend learning more effectively through their self-chosen play and activities
- enhance activities for older and most-able children to provide more challenge for their learning at a higher level.

Inspection activities

- The inspector observed staff's teaching and children's play and activities, indoors and outdoors.
- The inspector spoke to staff about their work and spoke to children at appropriate times.
- The inspector carried out a joint observation with the manager.
- The inspector looked at a range of paperwork, including staff qualifications and suitability records, policies and procedures and children's records.
- The inspector gained the views of parents through sampling written feedback provided by them and through speaking to parents.

Inspector

Sheena Bankier

Inspection findings

Effectiveness of the leadership and management is good

Management and staff have a current knowledge of safeguarding matters and understand how to respond to any concerns about children's welfare. Staffing is organised effectively to meet the ratio and qualification requirements. Safeguarding is effective. Good communication with parents supports consistency in children's care and learning. For example, parents receive information about how to continue their children's learning at home. Management monitors the quality of teaching. It tracks the progress of individual and groups of children and has a clear understanding of any gaps in achievements. Management provides good support to staff and identifies their professional development needs. Staff build on their skills and knowledge well, including gaining qualifications. They use information from training to raise outcomes for children. For example, after training about outdoor play, staff provided a quiet area and further resources to support children's imaginations.

Quality of teaching, learning and assessment is good

Staff ask children questions that help them think. For example, staff asked older children to estimate the number of fruits in a bag. Through further questioning, children identified if this was more or less than they estimated after counting them. Staff provide children with good focused activities, including small-group and individual support sessions. For example, children learning more than one language take part in 'magic time' sessions to develop their communication and language. Staff implement individual development plans that support children who have special educational needs to make steady progress. Staff support young children's concentration and listening skills effectively. For example, they engage babies with interesting tones and facial expressions when reading books.

Personal development, behaviour and welfare are good

Children benefit from a calm atmosphere and are cared for in a well-organised and well-resourced environment. Resources and activities, such as books and dolls, reflect the different backgrounds of children. Staff recognise and respond sensitively to provide reassurance to children when needed to help them feel secure and at ease. Children learn about the importance of taking care of themselves, such as eating healthy food and drinking water regularly. Babies' care needs are met consistently, such as through the key-person system. Information is shared well between staff to support babies and children when there are changes, such as staff absences or children moving rooms.

Outcomes for children are good

Children enthusiastically engage in their play and activities. Babies investigate with confidence. They explore sand and the ball pools, developing their small and large physical skills. Babies are fascinated and concentrate when watching fish in a tank. Older children enjoy writing for a purpose, such as writing down orders for lunch. Children are independent and gain a sense of responsibility, helping to tidy up and clean up when needed. All children make good progress from their starting points, including those who speak other languages alongside English and those who have special educational needs.

Setting details

Unique reference number	EY363985
Local authority	Hillingdon
Inspection number	1068851
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	104
Number of children on roll	157
Name of registered person	The Growing Tree Ltd
Registered person unique reference number	RP527426
Date of previous inspection	25 March 2014
Telephone number	01895 622223

The Growing Tree Nursery has been operating since 1998 and registered in its current premises in 2007. The nursery is located in Ickenham, in the London Borough of Hillingdon. It is open Monday to Friday, from 7.45am to 6pm, all year round; except for bank holidays, a week at Christmas and three days for staff training each year. The provider receives funding to provide free early education for children aged two, three and four years. There are 24 members of staff employed to care for the children. Of these, 19 have qualifications at level 3, one member of staff has a qualification at level 4 and one other member of staff holds a qualification at level 2.

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