

Hickory House Nursery

Health Protection Agency, Porton Down, Salisbury, Wiltshire, SP4 0JG



Inspection date

3 January 2018

Previous inspection date

4 July 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		Outstanding	1
Outcomes for children		Good	2

Summary of key findings for parents

This provision is good

- The management team and staff are motivated and enthusiastic. They have a strong vision of where they want the nursery to be. They actively seek the views of parents, staff and children to help develop the nursery further. Parents speak highly of the nursery, especially the caring staff.
- Children thoroughly enjoy attending the highly welcoming nursery. The well-considered organisation of the playrooms and wide range of activities ensure that children are motivated and very eager to join in.
- Children have exceptional opportunities to learn about caring for their health. For example, they learn about the importance of exercise and the effect it has on their bodies. They enjoy outdoor play in all weathers.
- The management team works closely with staff to identify children who might need extra support and take prompt action. For example, small-group sessions focusing on communication and language have made a significant improvement to children's development.
- Staff promote inclusion and diversity extremely well. For example, they help children to see and talk about what is unique and beautiful about themselves and their friends.

It is not yet outstanding because:

- Occasionally, staff miss opportunities to extend children's mathematical knowledge.
- Staff do not always support parents to the highest level to encourage their child's continued learning at home.

What the setting needs to do to improve further

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

- extend and challenge children's understanding and use of mathematics as they play and explore
- build on the already strong partnerships with parents and provide further opportunities for them to support children's learning at home.

Inspection activities

- The inspector observed activities and staff interactions with children in all rooms and the outdoor learning environment.
- The inspector completed a joint observation with the deputy manager.
- The inspector spoke to a number of parents and took account of their views.
- The inspector sampled a range of documentation relating to safeguarding, staff suitability and the self-evaluation of the nursery.
- The inspector held a meeting with the management team.

Inspector

Kelly Sunderland

Inspection findings

Effectiveness of the leadership and management is good

The arrangements for safeguarding are effective. The management team and staff have a secure understanding of the signs and symptoms of abuse and how to refer any concerns about a child's welfare. Staff are alert and vigilant to wider safeguarding issues. The management team reviews the detailed risk assessments regularly to identify and minimise risks to keep children safe. The team supports staff well through regular one-to-one meetings and identifies their training and support needs. For instance, recent training has helped staff to ensure children are ready for their transition to school. The management team performs thorough background checks on staff to help ensure they are suitable for their roles.

Quality of teaching, learning and assessment is good

Children benefit from the care of the dedicated and passionate staff who have a good knowledge of how children learn. Staff complete detailed observations and assessments to help them track children's progress well and they plan a wide range of activities for children based around their interests. Staff support children's physical development effectively. For example, children learn to balance, climb and jump and to take manageable risks in their play. Staff encourage children's imaginations effectively and children actively engage in role play. For instance, younger children care for dolls and pretend to change their nappies and older children pretend to be doctors.

Personal development, behaviour and welfare are outstanding

Staff have excellent relationships with children, who they know extremely well and value highly as individuals. The management team implements the key-person system exceptionally well. For instance, in the absence of a child's key-person there is another named staff member to ensure that care and learning continue to be tailored to each child's needs. Children are extremely motivated to learn and highly confident. Staff provide superb opportunities for children to do things for themselves. For instance, even the youngest children serve their food at mealtimes and have a go at dressing themselves. Behaviour is excellent across the nursery, as all staff are positive role models. Their calm approach ensures that children feel highly valued.

Outcomes for children are good

Children make good progress from their starting points. Younger children's language is developing well, including those who speak English as an additional language. Older children can confidently write their names and are beginning to recognise letter sounds. Children of all ages confidently express and develop their own ideas, for instance, through drawing and painting. All children have very secure attachments to their key person and confidently explore the environment around them. They develop the key skills needed to be ready for the next stage in their development and their eventual move on to school.

Setting details

Unique reference number	EY305830
Local authority	Wiltshire
Inspection number	1070671
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	65
Number of children on roll	67
Name of registered person	Bright Horizons Family Solutions Limited
Registered person unique reference number	RP901358
Date of previous inspection	4 July 2014
Telephone number	01980 612634

Hickory House Nursery registered in 2001. The nursery employs 19 members of childcare staff. Of these, 13 staff members hold appropriate qualifications ranging from level 3 to level 4. One member of staff has early years professional status and one member of staff has qualified teacher status. The nursery is in receipt of funding to provide free early education to children aged three and four years. The nursery opens five days a week all year round apart from bank holidays. Sessions are from 8.15am to 5.30pm.

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