

Phoenix Montessori Nursery

27 Stamford Hill, London, Hackney, N16 5TU



Inspection date	10 January 2018
Previous inspection date	10 January 2017

The quality and standards of the early years provision	This inspection:	Good	2
	Previous inspection:	Requires Improvement	3
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 nursery has greatly improved since the last inspection. The manager has updated various policies and procedures and staff have attended relevant training to increase their knowledge and skills. This has had a positive impact on the overall organisation and quality of the provision.
- Staff generally engage well in children's play to facilitate and support further learning. For example, they engage older children in conversation and they use single words and name objects with younger children.
- Relationships on all levels are strong. Staff work closely with parents and liaise with other professionals, such as health visitors and speech and language therapists. The key-person system is implemented well. This helps to ensure children's needs are effectively met.
- Children make good progress in their learning and, overall, gain a range of skills to support their future learning and development.

It is not yet outstanding because:

- Staff do not plan the outdoor learning environment sufficiently well to continually challenge older children.
- Some staff do not pitch activities at an appropriate level to meet children's individual needs.

What the setting needs to do to improve further

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

- improve planning for older children in the outdoor learning environment so that they continue to be challenged and have greater opportunities to extend their learning
- provide appropriate support for staff to develop their understanding of the needs of different age groups of children so that they are able to pitch activities at an appropriate level to meet the differing needs of children.

Inspection activities

- The inspector observed the quality of teaching in the indoor and outdoor learning environments.
- The inspector spoke to the manager and staff, and engaged with children at appropriate times during the inspection.
- The inspector looked at various documents, including staff suitability records, children's files and some written policies and procedures.
- The inspector took into account the views of parents through the questionnaires and feedback sheets provided.

Inspector

Samantha Smith

Inspection findings

Effectiveness of the leadership and management is good

Safeguarding is effective. All staff have been appropriately trained to understand their roles in safeguarding and they have a clear understanding of the procedures for reporting any concerns they may have about children. The manager and staff have worked hard to raise the quality of the provision to a higher standard. They use self-evaluation systems effectively to target any gaps in the provision and identify areas for further improvement. The manager uses effective systems for managing staff performance, including regular supervisions and appraisals, and she spends time observing staff practice. This enables her to target specific training needs and develop consistent practice across the staff team. Staff monitor and track children's progress effectively, which provides them with a clear overview of each child's learning and the progress of the group as a whole.

Quality of teaching, learning and assessment is good

Overall, staff plan the learning environment well to provide a good balance of experiences across the different areas of learning. Resources are organised effectively to enable children to be independent, make choices and pursue their interests. Babies enjoy exploring natural resources, such as pine cones and rocks, and pressing buttons on electronic toys. Toddlers have fun practising their physical skills as they learn to negotiate the climbing apparatus in the outdoor play area and are well supported by staff. Older children serve themselves and handle utensils confidently to feed themselves at mealtimes. Staff support children's learning well. They regularly observe and document children's development to provide a clear overview of the progress they are making.

Personal development, behaviour and welfare are good

Children are happy, settled and well-cared-for and staff promote their health and physical needs well. There is an effective key-person system that supports children to form close attachments with staff as they separate from their parents and transition from room to room smoothly. Partnerships with parents are good and make a strong contribution towards the continuity children receive in their care and learning, which helps children feel safe and secure. The manager has updated policies and procedures to provide accurate information for parents and staff. Staff use effective strategies for managing children's behaviour. For example, they sensitively guide younger children and provide older children with clear explanations to support their understanding of boundaries and expectations.

Outcomes for children are good

Children are making good progress and are developing the skills they need for their future learning and eventual move to school. They display good levels of perseverance and are inquisitive and motivated to learn as they engage in some interesting and challenging activities. Older children demonstrate good communication and language skills as they engage in discussions with staff, respond appropriately to questions and verbalise their needs and ideas during activities.

Setting details

Unique reference number	144633
Local authority	Hackney
Inspection number	1083081
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	60
Number of children on roll	29
Name of registered person	Trevor Lloyd Swaby
Registered person unique reference number	RP903233
Date of previous inspection	10 January 2017
Telephone number	020 8880 2550

Phoenix Montessori Nursery registered in 1993. The nursery is situated in the London Borough of Hackney. The nursery is open each weekday from 8am until 6pm for 49 weeks of the year. The nursery is in receipt of funding for the provision of free early education for children aged two, three and four years. There are nine members of staff, all of whom hold early years qualifications. The manager holds a level 5 qualification.

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