

Squirrels Nursery

The Acorn Centre, 76 Eagle Avenue, Waterlooville, PO8 9UB



Inspection date	16 February 2018
Previous inspection date	22 January 2014

The quality and standards of the early years provision	This inspection:	Outstanding	1
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Outstanding	1
Quality of teaching, learning and assessment		Outstanding	1
Personal development, behaviour and welfare		Outstanding	1
Outcomes for children		Outstanding	1

Summary of key findings for parents

This provision is outstanding

- Extremely passionate and highly motivated managers capably lead a very strong staff team to provide an exceptional setting. The excellent and highly dedicated staff team goes above and beyond to ensure children and their families receive the best possible experiences and outcomes during their time at the setting.
- Innovative ideas, such as having small photographs of staff to take home, help children settle in very quickly and form extremely strong bonds with their key person. Children's emotional well-being is supported very effectively and children behave exceptionally well throughout the setting.
- Staff work extremely closely with other professionals involved in children's care and learning. This ensures very high levels of consistency and continuity for children.
- Younger children play and learn alongside older children in the highly attractive learning environment that staff make exceptionally welcoming and stimulating. Children enter the setting very confidently and enthusiastically greet their friends with obvious delight.
- Highly effective monitoring of children's progress highlights any children or groups of children who need additional support, as well as those children who are most capable. Very effective and precisely targeted use of additional funding ensures all children are receiving the support or challenge they need to make excellent progress.

What the setting needs to do to improve further

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

- extend and develop the already excellent staff deployment to ensure the youngest children fully embrace all activities on offer.

Inspection activities

- The inspector observed, listened to and spoke to staff and children as they played indoors and outdoors during the inspection.
- The inspector completed joint observations with one of the managers. Together they discussed how staff training and performance contributed to children's learning and development.
- The inspector held a meeting with the managers to discuss the vision for the future of the setting and raising children's outcomes.
- The inspector spoke to parents available on the day of inspection and took note of their views.
- The inspector sampled documentation, including suitability checks and children's records.

Inspector
Emma Dean

Inspection findings

Effectiveness of the leadership and management is outstanding

Safeguarding is effective. All staff have a very thorough knowledge of child protection and the procedures to follow if they have any concerns. Highly effective risk assessments and secure implementation of policies ensure children's safety and well-being. Staff recruitment and induction are extremely robust. Ongoing and highly effective staff supervision accurately identifies where staff skills can be developed even further. For example, staff have recently explored their positivity and the great impact it can have on children's personal, social and emotional development. Reflection and evaluation are firmly embedded into daily practice. The views of parents and staff are carefully considered as ongoing developments are planned to maintain this already exceptionally high-quality setting.

Quality of teaching, learning and assessment is outstanding

Staff know the children and their families extremely well. Parents are highly valued as partners in their children's learning and development, and innovative ways are found to build very strong relationships. For example, parents are invited to enjoyable informal evenings designed to strengthen these relationships even further. Children enjoy highly engaging activities, such as exploring toy creatures frozen in ice. Staff very effectively support children to think, plan and experiment with different methods to free the creatures. Children show great determination and persistence as they explore the ice. Precise targeted support is offered, such as through small-group activities. This ensures that those children who are identified as having some weaker areas in their development make excellent progress and any gaps close rapidly.

Personal development, behaviour and welfare are outstanding

Staff work together extremely well as a team to support and promote children's learning and development. However, very occasionally staff deployment can mean staff miss the opportunity to consistently support the youngest children to fully embrace some activities. Children see a wide range of the local community as they play outdoors and entertain visitors. This teaches them about different people in the wider world. Children learn about healthy lifestyles. They enjoy highly engaging tooth brushing sessions and the nutritious meals and snacks. Challenging activity sessions support children's physical development very well. For instance, children try to climb in different ways, use balancing equipment and move to music.

Outcomes for children are outstanding

Children develop excellent communication skills. They are curious learners and ask questions using sign language and spoken words. Children know the setting rules and boundaries and help their friends keep safe. For example, older children carry out simple risk assessments before playing outdoors. Children are highly independent and extremely motivated. All children make very rapid progress. They are eager and ready to move on to school.

Setting details

Unique reference number	EY471265
Local authority	Hampshire
Inspection number	1069910
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 - 8
Total number of places	58
Number of children on roll	85
Name of registered person	Squirrels Nursery Limited
Registered person unique reference number	RP910789
Date of previous inspection	22 January 2014
Telephone number	02392 263270

Squirrels Nursery registered in 2003. The setting provides care in an all-age nursery and dedicated pre-school in a community building in Waterlooville, Hampshire. The setting opens on Monday to Friday from 7am to 6pm and on Saturday from 8am to 4pm, throughout the year. The setting also provides out-of-school care for older children and during the school holidays. The setting receives funding for the provision of free early education for children aged two, three and four years. There are 15 staff, eight of whom hold childcare qualifications at level 3 and a further three staff are suitably qualified at level 6.

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