

Ashridge Day Nursery

Tring Athletic Football Club, Pendley Sports Centre, Cow Lane, Tring, Hertfordshire,
HP23 5NT



Inspection date	11 April 2018
Previous inspection date	Not applicable

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Not applicable	
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:

- Children's behaviour is not managed consistently. Some staff do not implement the behaviour management policy appropriately.
- Some staff do not use children's starting points or ongoing observations to inform the assessment of their learning effectively, to track their progress and achievements.
- Staff do not consistently challenge the pre-school children. This means they do not make the best possible progress in their learning.
- The monitoring of staff's practice is not effective enough to raise the quality of their teaching to a consistently good level.

It has the following strengths

- Children's physical development is promoted very well. They enjoy daily opportunities to explore a wide range of activities and experiences in the stimulating outside area.
- Partnerships with parents and other professionals involved in supporting the care and education of children who have special educational needs and/or disabilities are strong.
- Staff encourage younger children's communication and language development. For example, they use strategies, such as questioning and repetition to promote this.
- Staff welcome parents into the nursery and encourage them to share their observations of their child's achievements from home. This provides effective opportunities for staff and parents to work together to support children's learning.

What the setting needs to do to improve further

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

	Due Date
■ ensure that all staff manage children's behaviour appropriately and consistently	09/05/2018
■ improve the use of ongoing observations and assessments to ensure that children's starting points are identified and their progress and achievements are assessed effectively	23/05/2018
■ use information about what pre-school children know and can do to plan challenging activities and experiences that help them to make good progress	23/05/2018
■ ensure that monitoring of staff's practice, as part of performance management, supports them to improve their personal effectiveness and deliver good-quality teaching.	23/05/2018

Inspection activities

- The inspector completed a joint observation with the nursery manager.
- The inspector held a meeting with the nursery manager. She looked at relevant documentation and reviewed evidence of the suitability of staff working in the nursery.
- The inspector observed the quality of teaching during activities indoors and outdoors, and assessed the impact this has on children's learning.
- The inspector spoke with staff and children at appropriate times throughout the inspection.
- The inspector spoke to a number of parents during the inspection and took account of parental views in written feedback provided.

Inspector

Jo Rowley

Inspection findings

Effectiveness of the leadership and management requires improvement

The manager completes regular supervision and appraisal meetings to identify staff's training and development needs. However, not enough time is focused on monitoring staff's practice. This means they are not consistently supported to plan children's next steps in learning or monitor and track their progress effectively. Overall, the manager evaluates the quality of the nursery. She implements action plans to improve which include the views and suggestions of parents and staff. The arrangements for safeguarding are effective. Staff have a suitable knowledge and understanding of how to protect the children in their care. They attend regular training and development opportunities and they understand the procedures to follow if concerns are raised about children's welfare. Staff welcome parents into the nursery and encourage them to share their own observations of children's achievements from home. This provides effective opportunities for staff and parents to work together to support children's learning.

Quality of teaching, learning and assessment requires improvement

Staff do not offer pre-school children enough challenge in their learning. Some staff do not identify children's starting points or complete regular assessments of children's learning effectively. This means that the progress and achievements of some children are not tracked consistently so that any gaps are identified and swiftly closed. Despite this, staff use spontaneous opportunities to support children's learning. For example, during outdoor activities children find worms. Staff encourage them to look at the worms and introduce vocabulary, such as 'short', 'long' and 'wiggly'. Children are happy and use their imagination well. They independently explore creative opportunities, such as the outdoors mud kitchen, making pretend carrot soup for their friends with mud and water. Additionally, children confidently explore a wide range of role-play resources.

Personal development, behaviour and welfare require improvement

Children form close bonds with staff and other children. However, not all staff follow the nursery's behaviour management policy when dealing with children's negative behaviour. This means that children are not consistently supported to learn right from wrong. Staff suitably promote children's health and well-being. Children learn about the importance of good hygiene with regular handwashing opportunities promoted. Children's dietary and individual preferences are effectively met. The nursery chef provides a wide range of healthy, nutritious meals. Children learn about their ongoing safety. Staff help them to think about other children around them, such as encouraging them to wait before moving down the slide as they confidently use the climbing frame. This supports children to develop an understanding of how to play safe.

Outcomes for children require improvement

Weaknesses in teaching mean that not all children make enough progress in their learning. Nevertheless, most children gain the skills they need in readiness for school. They are independent and develop good social skills.

Setting details

Unique reference number	EY493513
Local authority	Hertfordshire
Inspection number	1039447
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	60
Number of children on roll	100
Name of registered person	Ashridge Care Ltd
Registered person unique reference number	RP905059
Date of previous inspection	Not applicable
Telephone number	0800 0235997

Ashridge Day Nursery registered in 2016. The nursery employs 17 members of childcare staff. Of these, 10 hold appropriate early years qualifications at level 2 or above. This includes the manager who has qualified teacher status. The nursery operates Monday to Friday, from 7.30am until 6pm, for 50 weeks of the year except for bank holidays.

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