

# Bright Horizons Dulwich Day Nursery and Preschool

80 Dog Kennel Hill, London, SE22 8BD



|                          |              |
|--------------------------|--------------|
| <b>Inspection date</b>   | 11 May 2018  |
| Previous inspection date | 5 March 2014 |

| The quality and standards of the early years provision | This inspection: | Requires improvement | 3    |
|--|------------------|----------------------|------|
|  |                  | Previous inspection: | Good |
| 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:

- The management team does not ensure that staff are deployed effectively at all times to ensure all children's emotional and care needs are met.
- The key-person system is not consistently effective, especially during times of staff changes. Some key persons do not ensure other staff know their children's individual care and learning needs to support them effectively when they are not present.
- Not all children are suitably challenged to help them make the best progress possible. Managers do not monitor staff's observations, assessments and planning effectively.
- Staff's practice is not consistently monitored effectively across the setting to help identify weaknesses and training needs.
- Systems for self-evaluation do not take into account the views of staff or prioritise areas for improvement.

### It has the following strengths

- Staff work well with other professionals to help support children who have special educational needs (SEN) and/or disabilities. Together they work with families to provide and maintain a shared knowledge to help children make progress in their development.
- Staff engage children in small tasks, such as setting up and getting resources for activities or tidying up. This helps them to become responsible and independent.

## 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:

|  | <b>Due Date</b> |
|--|-----------------|
| <ul style="list-style-type: none"> <li>■ review the deployment of staff to ensure that all children are effectively supported in their learning and their individual needs are met</li> </ul>                    | 08/06/2018      |
| <ul style="list-style-type: none"> <li>■ ensure that the key-person system is effective, especially during times of staff changes</li> </ul>   | 08/06/2018      |
| <ul style="list-style-type: none"> <li>■ ensure that observations and assessments of children are completed regularly and used to inform the planning of activities that cover all areas of learning.</li> </ul> | 08/06/2018      |

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

- develop systems to monitor staff's practice further, to identify weaknesses in teaching as well as individual training needs to help raise the overall quality of practice to a good level
- make evaluation systems more effective to help identify all areas of development and address these in a timely manner.

### Inspection activities

- The inspection was carried out following the risk assessment process.
- The inspector observed the quality of teaching and assessed children's learning and sampled a range of documentation, such as policies, procedures and children's learning records.
- The inspector undertook a joint observation with the deputy manager and discussed children's progress with her.
- The inspector took into account the views of parents, staff and children spoken to on the day of inspection.
- The inspector held meetings with the deputy manager and the quality development manager of the setting.

**Inspector**  
Anja Eribake

## Inspection findings

### **Effectiveness of the leadership and management requires improvement**

The senior leadership team has identified some of the weaknesses in the setting and has started to tackle them, generally. However, the management of the setting is not yet effective enough to ensure that the quality of practice and teaching is consistently good. Safeguarding is effective. The leadership and management team ensures that all staff are suitable to work with children and that they have a secure safeguarding knowledge. For example, the team regularly asks safeguarding questions during team meetings. Staff know what to do if an allegation is made against another staff member as well as procedures to follow if they have a concern about a child's safety. The management team monitors the development of different groups of children to help identify any gaps in their progress or weaknesses in provision.

### **Quality of teaching, learning and assessment requires improvement**

Not all staff make regular observations of children to accurately assess their development. The gathered information about children's learning is not consistently used well to plan activities and resources that challenge them. This means that some children's learning is not extended enough to help them reach their next steps as soon as possible. However, children enjoy the resources available and freely explore the activities. For example, they enjoy playing with water, filling cups and watching the water when pouring it out again. Staff support babies with making animal footprints and sing nursery rhymes with them. This helps them learn that print carries meaning and helps them develop their communication skills.

### **Personal development, behaviour and welfare require improvement**

The key-person system is not consistently effective and the weaknesses in staff deployment do not meet all children's emotional well-being and learning needs. Children are well behaved, they share resources and play nicely together. Most of them freely explore the learning environment and activities available to them. Children are well supported with their hygiene procedures and self-care skills. Staff support children's toilet training and encourage them to wash their hands afterwards as well as before meals. Children enjoy balanced meals and fresh air daily to help promote their healthy lifestyles.

### **Outcomes for children require improvement**

Not all children make the best possible progress in regard to their starting points. The inconsistency of teaching and weaknesses in planning mean that some children are not supported as effectively in their learning or are challenged as much as possible. Children learn about colours during painting activities, and younger ones, who can explore handprints, are introduced to counting. Older children enjoy building a tower with big soft bricks in the garden, looking if it is taller than them. Children play together when using play dough, sharing resources and developing their physical skills. Children gain skills that help prepare them for their future learning.

## Setting details

|  |   |
|--|---|
| <b>Unique reference number</b>                   | EY297645  |
| <b>Local authority</b>                           | Southwark   |
| <b>Inspection number</b>                         | 1135655   |
| <b>Type of provision</b>                         | Full-time provision   |
| <b>Day care type</b>                             | Childcare - Non-Domestic  |
| <b>Registers</b>                                 | Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register |
| <b>Age range of children</b>                     | 0 - 4   |
| <b>Total number of places</b>                    | 30  |
| <b>Number of children on roll</b>                | 50  |
| <b>Name of registered person</b>                 | Bright Horizons Family Solutions Limited  |
| <b>Registered person unique reference number</b> | RP901358  |
| <b>Date of previous inspection</b>               | 5 March 2014  |
| <b>Telephone number</b>                          | 0207 738 4007   |

Bright Horizons Dulwich Day Nursery and Preschool registered in 1992. The setting is situated in Dulwich in the London Borough of Southwark. The nursery is open each weekday from 7am to 7pm all year round, closing only for public bank holidays. The nursery supports children who have SEN and/or disabilities. There are currently 17 staff employed, of whom, 11 are qualified at level 3 in childcare. The nursery receives funding for the provision of free early years education for children aged two, three and four years.

This inspection was carried out by Ofsted under sections 49 and 50 of the Childcare Act 2006 on the quality and standards of provision that is registered on the Early Years Register. The registered person must ensure that this provision complies with the statutory framework for children's learning, development and care, known as the early years foundation stage.

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