

Seedlings Day Nursery

9-11 Firs Close, Forest Hill, London, SE23 1BB



Inspection date	22 May 2018
Previous inspection date	1 October 2015

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

- Leaders, who are also the providers, play an extremely active role in the day-to-day organisation of this exceptionally high-quality nursery. They set extremely high standards of care, teaching and learning. As a result, children are exceptionally happy and settled. They make rapid progress from when they first start.
- The extremely sharp focus of leaders ensures that staff, children and parents have an active role in the self-evaluation process. For example, leaders say parents' forum meetings are used as a platform for discussion and decision making.
- Staff are exceptional role models, friendly and extremely enthusiastic, who without compromise provide an excellent model for children's behaviour towards each other.
- Children are excited, enthused and exceptionally eager to share their experiences. For example, when they return from the outdoor learning school they excitedly say, 'We saw a grass snake.' They hold up their arms and shout, 'It was this big!'
- Staff expertly provide activities that centre on rising to challenges and solving problems. For example, toddlers learn how to turn on and off the tap from the water butt as they water vegetables growing outdoors. Older children work out how many plates they need as they help to lay the table.
- Partnership with parents is excellent. Parents say children are 'fulfilled and enriched'.

What the setting needs to do to improve further

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

- enhance the already good-quality peer-on-peer observations, to develop further staff performance to an even higher level.

Inspection activities

- The inspector viewed documentation, including children's records, risk assessments, and accident and incident records.
- The inspector checked staff qualifications, such as paediatric first aid, and documents confirming the ongoing suitability of staff and recruitment procedures.
- The inspector completed a joint observation with the leader and assessed the effect of the quality of teaching and learning.
- The inspector spoke to children and observed them during their play.
- The inspector spoke with parents to seek their views and comments.

Inspector

Jane Morgan

Inspection findings

Effectiveness of the leadership and management is outstanding

Safeguarding is effective. Leaders and staff are highly vigilant and clearly understand their duty to protect children. They confidently know how to recognise and report any signs that indicate a child may be at risk of harm. Leaders regularly meet with staff to ensure they understand their role to declare their ongoing suitability. They set high expectations and are extremely eager to support staff professional development. Staff develop high-level skills and expertise, which they use to maintain outstanding levels of care and teaching. However, leaders would like to embed further peer-on-peer observations to develop the excellent practice even further. Recruitment procedures for new staff are detailed to ensure they are suitable. Leaders are exceptional role models who lead by example. They value and respect others through all the nursery's practices, and demonstrate that promoting diversity and equality is at the heart of all that they do.

Quality of teaching, learning and assessment is outstanding

Highly qualified and skilled staff have very high expectations of what all children can achieve. Staff skilfully encourage older children to use more adventurous words. They model language remarkably well. For example, staff point to pictures of a royal wedding and say, 'She is stunning.' Children reply, 'She is stunningly beautiful.' Staff provide an exceptional range of exciting activities to ignite children's curiosity. For example, children use magnifying glasses to investigate wiggling worms. They are extremely fascinated to see how they move. Staff are highly skilled in supporting babies' emerging communication development. For example, babies respond very positively and delight in making sounds and repeating words.

Personal development, behaviour and welfare are outstanding

Children have formed extremely close relationships with staff and each other. Staff successfully support children's health and physical exercise to a very high standard. Children have an excellent understanding of keeping themselves safe. For example, they very confidently and correctly answer staff questions about safety as they prepare to visit and play in the woods and use equipment at the outdoor learning school. Children skilfully serve themselves nutritious meals and enjoy an excellent range of exciting play and physical activities in the outside area. Staff accompany children as they move through the nursery, to enable them to be familiar with staff and children. This helps children to be extremely secure in their new surroundings.

Outcomes for children are outstanding

Children are highly inquisitive and very enthusiastic learners. They are excellent communicators and have a wide vocabulary. Children are extremely sociable. They ask the inspector, 'What is your name?' and, 'What are you doing here?' Children gain excellent mathematical, reading, writing and independence skills that help prepare them exceptionally well for the move to school.

Setting details

Unique reference number	EY287094
Local authority	Lewisham
Inspection number	1129072
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register
Age range of children	0 - 4
Total number of places	49
Number of children on roll	74
Name of registered person	Seedlings Day Nursery Limited
Registered person unique reference number	RP907349
Date of previous inspection	1 October 2015
Telephone number	020 8291 3344

Seedlings Day Nursery registered in 2004. The nursery is open Monday to Friday from 8am until 6pm. The nursery receives funding for the provision of free early education to children aged two, three and four years. The nursery employs 21 members of staff. Of these, 18 have a recognised early years qualification, and two hold early years professional status or qualified teacher status.

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