

Englefield Nursery School

The Old Firestation, The Street, Reading RG7 5ES



Inspection date	30 November 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 leadership and management		Requires improvement	3
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Requires improvement	3
Outcomes for children		Requires improvement	3

Summary of key findings for parents

This is a provision that requires improvement

- The registered provider understands his responsibilities. However, he has not taken effective steps to monitor the quality of leadership and management more effectively during a period of significant staff change.
- The registered provider is unable to provide all documented evidence of staff suitability and training, which is a breach of requirements. Nevertheless, he demonstrates that Disclosure and Barring Service checks for staff working with children are in place, or in progress with appropriate supervision.

It has the following strengths

- The new staff team works effectively to care for children well and ensure that routines run smoothly. Staff create a warm and welcoming environment where children settle quickly and enjoy attending.
- The staff team is getting to know children well. The new manager is moderating existing assessments to help staff plan effectively for children's individual needs.
- Children are already showing signs of good progress with the new staff team, particularly in their personal and social development, and their communication and language skills. Staff teach children effectively and guide their learning successfully.
- Children engage readily in activities that excite them and reflect their interests. They are confident communicators and engage well in discussion.
- Children form positive relationships with staff and each other. They learn to share, and they respond well to routines.

What the setting needs to do to improve further

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

	Due date
improve monitoring procedures to ensure that managers carry out all their responsibilities effectively	28/02/2019
ensure that records are available for inspection, in particular those that provide evidence of staff suitability and training.	31/12/2018

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

- develop self-evaluation procedures to identify and address weaknesses to ensure that all legal requirements are met, with particular reference to staff suitability.

Inspection activities

- The inspector observed activities, indoors and outdoors, and completed a joint observation with the manager.
- The inspector talked to children, parents, staff, the manager and registered provider at appropriate points during the inspection.
- The inspector discussed children's assessments and looked at evidence of individual planning.
- The inspector looked at available documentation of staff suitability, qualifications and training.
- This inspection was carried out following the risk assessment process.

Inspector

Gill Little

Inspection findings

Effectiveness of leadership and management requires improvement

Some information about staff suitability is missing from the premises, including evidence of staff vetting processes, qualifications and training. For example, there is no evidence of appropriate reference checks for staff or documentation to show that staff serving food to children have relevant hygiene training. The registered provider, new manager and staff confirm that relevant procedures are followed in practice, such as checking that staff have relevant early years qualifications. They demonstrate that some paperwork is available, including the manager's qualifications, first-aid certificate and safeguarding training. The registered provider acknowledges that weaknesses in monitoring and self-evaluation processes require improvement to ensure better leadership of the nursery. Safeguarding is effective. The new manager and staff understand their responsibilities to identify and address concerns about children's welfare.

Quality of teaching, learning and assessment is good

The key-person system works well to ensure that new staff identify children's individual needs and capabilities quickly to help close any gaps in learning. Staff plan stimulating activities that children thoroughly enjoy exploring. For example, they encourage a group of older boys to discuss their ideas confidently while they are engrossed exploring a mixture of 'slime' and shaving foam. Staff use discussions well to extend children's learning, such as setting challenges. Parents comment that their children enjoy attending and they make good progress. The new manager is available to talk to parents routinely to keep them up to date with their children's progress and experiences in the nursery. She understands the importance of working closely with local schools to support children as they transfer into Reception classes.

Personal development, behaviour and welfare require improvement

The registered provider does not meet some welfare requirements to fully ensure good outcomes for children. Despite this, staff understand appropriate procedures, such as keeping the premises clean and following relevant hygiene practices. They support older children to become independent with toileting procedures, and they change nappies for younger children in a timely manner. Staff supervise children well and follow suitable risk assessments to reduce the possibility of accidents and incidents. They support children's behaviour effectively and encourage them to express their emotions.

Outcomes for children require improvement

Despite some weaknesses in the nursery that require improvement to meet legal requirements fully, children are already benefiting from the professionalism of the new staff team. Children play well together and are able to solve problems with some support. They develop good skills for independence, such as putting on their coats and boots in preparation for outdoor play. Children enjoy learning about letter sounds, which supports their early literacy development. They respond readily to challenges, such as making a long train track, which supports their mathematical development successfully. Children make some good progress in preparation for their next stages in learning and for school.

Setting details

Unique reference number	EY544223
Local authority	West Berkshire
Inspection number	10086012
Type of provision	Full day care
Registers	Early Years Register
Day care type	
Age range of children	1 - 4
Total number of places	26
Number of children on roll	28
Name of registered person	The Orchard Day Nursery (Yattendon) Limited
Registered person unique reference number	RP901317
Date of previous inspection	Not applicable
Telephone number	01189304360

Englefield Nursery School registered in 2017. It is located in The Old Fire Station, Englefield on the outskirts of Reading, Berkshire. The nursery is also known as The Old Fire Station Nursery. It is run by The Orchard Day Nursery (Yattendon) Limited and is one of three settings. The nursery operates on weekdays throughout the year, except for a week at Christmas. It is open from 8am until 6pm on Monday to Thursday and from 8am until 1pm on Friday. It also offers a holiday club for children up to 11 years during school holidays. The nursery receives funding for the provision of free early education for children aged two and three years. It employs four staff, and three of these hold relevant qualifications at levels 2 or 3.

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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