

The Grange Nursery

The Grange, 18-21 Church Gate, THATCHAM, Berkshire RG19 3PN



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| Inspection date | 13 December 2018 |
| Previous inspection date | 26 August 2014 |

| The quality and standards of the early years provision | This inspection: | Outstanding | 1 |
|---|-------------------------|--------------------|----------|
| | Previous inspection: | Good | 2 |
| Effectiveness of 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

- Staff implement and use the provider's robust risk assessments, policies and procedures to thoroughly support children's health, safety and well-being. Staff are proactive at helping children understand and make decisions to promote their own safety awareness. For example, the nursery safety awareness and behaviour mascot 'Candy Floss', who is present and referred to consistently in all age group rooms.
- The enthusiastic, organised and dedicated manager uses her significant experience and skills to help her staff team provide an exceptionally high quality of care and learning for children. Staff are extremely committed and hard-working. They have high expectations for the children attending.
- Inspiring staff offer children a highly stimulating environment. They have an excellent knowledge of children's starting points and developmental progress. The management team is passionate about promoting outcomes for children. They use extensive, accurate systems to monitor the quality of children's progress to ensure all children reach their potential. Children engage incredibly well with their activities and are willing to learn. Children make rapid progress.
- Dedicated staff demonstrate outstanding teaching and interaction. They use an excellent variety of ways to extend how children are inquisitive to learn more. For example, with the chef's support they provide some of the raw ingredients for the meal, including lemon grass and ginger. Staff encourage the older children to smell and touch the ingredients to enhance how they learn about the food they eat.
- Parents are extremely positive about the care their children receive. They state that they cannot fault the nursery, which they add is 'fantastic'. They comment enthusiastically that staff always provide really good feedback and add that staff 'challenge their children' and provide many ideas for learning at home. Partnership working with other professionals involved in children's care is extremely well focused.
- Children have high attention spans. They learn independence from a very young age and their behaviour is exemplary at all times. Children are thoughtful and considerate of others. They show high levels of respect to their friends and staff.

What the setting needs to do to improve further

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

- continue to enhance staff skills for planning even better opportunities for outdoor learning across all age groups.

Inspection activities

- The inspector observed staff interacting with children during activities indoors and outdoors.
- The inspector completed a joint observation with the manager. They discussed the aims for the activities and how staff plan for children's learning.
- The inspector spoke with children, parents and staff. She took account of their views.
- The inspector sampled the provider's documentation and children's records.
- The inspector met with the senior management team. They discussed how staff are supported in their roles and how they evaluate their practice.

Inspector
Aileen Finan

Inspection findings

Effectiveness of leadership and management is outstanding

The provider uses comprehensive procedures to ensure safe recruitment. The extremely competent manager extends this, with highly effective supervision to enhance staff's suitability. Confident staff state their induction was very thorough. Passionate staff are extremely willing to extend their knowledge. They explain, for example, training to enhance interactions with babies has enabled them to embed many new ideas in their planning. Safeguarding is effective. All staff have a secure understanding of all safeguarding matters. They know how to protect children. Self-evaluation is highly effective. Staff and parents are extremely keen to drive forward improvements, which includes extensive refurbishments to the outdoors. Managers acknowledge that extending training for staff will promote the best possible outcomes for outdoor learning. Staff value highly the partnerships with parents. For example, the parent forum has been extremely successful as a collaborative working partnership.

Quality of teaching, learning and assessment is outstanding

Dedicated staff thoroughly support children's learning through high-quality teaching. They help children to think independently. For example, during a dough making activity staff enable children to work out how to transport the dough from smaller bowls to the larger one. They warmly encourage children to use words such as 'sticky' and solve the problem of what to do to make the dough pliable. Planning for children's learning is precise and based on children's interests. Staff review children's attainments on a regular basis. A great emphasis is placed on supporting home learning to successfully promote continuity for children's developmental progress.

Personal development, behaviour and welfare are outstanding

Inspirational staff help children to consider their own safety. For example, older children conduct visual risk assessments to ensure their environment is safe to play in. Children show respect for each other. They retain excellent behaviour as they forgive and show composure when, for example, others accidentally knock down their play construction. Independent children serve themselves at lunchtime, carefully carrying their meal to the table. Children enjoy a broad range of exploratory and investigative outdoor play. They have an exceptionally clear understanding of routines, for example, taking off their coats when back indoors and hanging these up. Older children take ownership of their nursery. For instance, they fully understand the routines for tidying up their delegated area.

Outcomes for children are outstanding

Children develop an exceptionally broad range of skills to support the next stages of their learning. Babies explore with curiosity, climbing over low-level ramps, rolling balls to staff while eagerly waiting for them to be rolled back. They show excitement during sensory cooking experiences, developing physical skills as they learn to stir with spoons in cake mixtures. Toddlers master language and communication by singing songs and action rhymes while using props to make choices about the next song. Young children show confidence as they make moulding dough, using attentive listening skills as they follow instructions from staff to help them with the recipe. Older children gain knowledge of the world as they confidently identify environmental sounds, during a group activity.

Setting details

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| Unique reference number | EY431003 |
| Local authority | West Berkshire |
| Inspection number | 10069876 |
| Type of provision | Full day care |
| Registers | Early Years Register |
| Day care type | Childcare on non-domestic premises |
| Age range of children | 0 - 4 |
| Total number of places | 69 |
| Number of children on roll | 65 |
| Name of registered person | Pegasus Childcare Ltd |
| Registered person unique reference number | RP900897 |
| Date of previous inspection | 26 August 2014 |
| Telephone number | 01635 869 348 |

The Grange Nursery registered in 2012 and is owned by Bright Horizons. It is situated in Thatcham, Berkshire and operates from converted premises. The nursery is in receipt of free early years education funding for children aged two, three and four years. The nursery is open from 7.30am to 6.30pm, Monday to Friday, all year round except for bank holidays and a week at Christmas. The nursery employs 21 members of staff, of these, 15 hold recognised early years qualifications. In addition, the manager has an early years degree.

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