

# Inspection of Foreign And Commonwealth Office Nursery

King Charles Street, London SW1A 2AH

---

Inspection date: 27 November 2019

<b>Overall effectiveness</b>	<b>Outstanding</b>
------------------------------	--------------------

---

The quality of education

**Outstanding**

Behaviour and attitudes

**Outstanding**

Personal development

**Outstanding**

Leadership and management

**Outstanding**

Overall effectiveness at previous  
inspection

Outstanding

## **What is it like to attend this early years setting?**

### **The provision is outstanding**

The inspirational managers and staff place children at the centre of everything they do. They uphold a shared vision to help children to flourish into confident, independent, eloquent, kind and helpful individuals. Children develop a love for learning due to the highly challenging and joyful experiences that staff provide. They boldly rise to new challenges and make outstanding progress across all areas of their learning and development. Pre-school children readily engage in detailed conversation. Staff question skilfully, extending children's thinking and speaking skills effectively. The devoted staff cherish each and every child. Children feel safe and form highly secure attachments with adults. For example, babies happily separate from their parents and beam with delight as they are greeted by their key person when they arrive. Staff place a sharp emphasis on children's safety, including when using public garden areas. Children develop very strong awareness of the behavioural expectations and affirm their knowledge of how to keep themselves and others safe. Children immerse themselves in various physical activities. For instance, older children show great resilience when playing ball games with bats, while babies sit on picnic blankets and squeeze and model dough using their fingers. All children are exceptionally happy and remarkably confident individuals.

### **What does the early years setting do well and what does it need to do better?**

- Highly knowledgeable staff plan innovative activities meticulously to build on children's current knowledge, interests and abilities. Staff take time to observe children carefully and find out what they can do. Staff are extremely skilled at extending children's learning and language through questioning. For example, staff sparked conversations with children about 'Charlie' the snake and other animals. Children are always keen to join in. They are fluent and articulate communicators. They concentrate deeply while they play.
- Staff are caring and establish highly positive, warm relationships with children, providing excellent support for their emotional well-being. Staff are positive role models and this is reflected in children's exceptional behaviour.
- Children gain an excellent understanding of healthy living. Excellent hygiene routines are practised by children of all ages. Children are encouraged to be independent. For example, older children and toddlers set up the tables, place their own name cards, and scrape left-over food into the dustbin after mealtimes. Staff support children to develop excellent understanding of managing risks throughout the day. For instance, older children behave very responsibly when using safety knives to cut fresh herbs and vegetables. Children benefit from the exciting opportunities to be physically active. They gain excellent confidence in their own abilities and relish adventurous play.
- Staff embrace the different backgrounds of families and involve parents in

teaching children about different cultures. This helps children develop a deep understanding of their uniqueness and diversity. For example, staff help toddlers and older children to discover facts about different countries, customs and festivals, drawing pictures and reading dual-language books. Children know what makes them unique and show great respect towards one another.

- Staff work exceptionally well with parents to support children's learning and help them make excellent progress. For example, staff regularly update parents and fully involve them in their children's learning and development in the setting and at home. This deepens parents' understanding of the vital importance of the role they have in their children's learning.
- The committed leadership team works with the staff to evaluate the effectiveness of the nursery. They have regular meetings and, together, they reflect on practice and identify areas for further improvement. Regular, purposeful appraisals and highly focused professional development are skilfully aimed at enriching staff's expert knowledge and practice. Staff apply their new-found knowledge and skills to the benefit of children.
- The management team is highly dedicated to ensuring that funded children and children with special educational needs and/or disabilities receive targeted support when required. The manager implements extremely successful systems to help her support all groups of children in making excellent progress. Children receive the precise support they need when moving on to school and their next next stage of learning. Children make outstanding progress.

## **Safeguarding**

The arrangements for safeguarding are effective.

The newly appointed manager and her staff are highly trained and have an expert knowledge of child protection procedures. All staff contribute to a culture of vigilance. The experienced staff team has a secure knowledge of the signs and symptoms of abuse, and of indicators that children may be at risk of being radicalised. Dedicated staff are fully aware of procedures to follow if they have a concern about a child. Procedures for recruitment and selection are highly robust in ensuring the suitability of all staff who work with children. Staff place safeguarding at the heart of their practice.

## Setting details

<b>Unique reference number</b>	EY256371
<b>Local authority</b>	Westminster
<b>Inspection number</b>	10128408
<b>Type of provision</b>	Childcare on non-domestic premises
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Day care type</b>	Full day care
<b>Age range of children</b>	0 to 4
<b>Total number of places</b>	48
<b>Number of children on roll</b>	39
<b>Name of registered person</b>	Bright Horizons Family Solutions Limited
<b>Registered person unique reference number</b>	RP901358
<b>Telephone number</b>	0207 0084136
<b>Date of previous inspection</b>	14 November 2013

## Information about this early years setting

The Foreign and Commonwealth Office Nursery opened in 2001. It is one of several settings owned and managed by Bright Horizons. It is set in a government building within the City of Westminster, Central London. The nursery is open each weekday from 8am to 6pm, for 51 weeks of the year. The setting is in receipt of funding for the provision of free early years education to children aged three and four. The nursery employs 24 members of staff. Of these, most hold appropriate early years qualifications, from level 2 to degree level. Some members of staff are also working towards a higher qualification.

## Information about this inspection

### Inspector

Anahita Aderianwalla

## Inspection activities

- The inspector undertook a learning walk with the manager to find out about the nursery and the children who attend.
- The inspector talked to parents, staff and children during the inspection and took their views into account.
- A joint observation was carried out by the inspector and manager to monitor the quality of teaching.
- The inspector had a discussion and assessed how well the manager and staff understand and implement policies, and how they monitor children's learning.
- The inspector sampled documentation, including staff's qualifications, children's records and evidence of paediatric first-aid training.

We carried out this inspection 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.

If you are not happy with the inspection or the report, you can [complain to Ofsted](#).

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk).

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit [www.nationalarchives.gov.uk/doc/open-government-licence/](http://www.nationalarchives.gov.uk/doc/open-government-licence/), write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: [psi@nationalarchives.gsi.gov.uk](mailto:psi@nationalarchives.gsi.gov.uk)

This publication is available at <https://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate  
Store Street  
Manchester  
M1 2WD

T: 0300 123 1231  
Textphone: 0161 618 8524  
E: [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk)  
W: [www.gov.uk/ofsted](http://www.gov.uk/ofsted)

© Crown copyright 2019