

Inspection of Imperial Day Nursery Ltd

43 Imperial Avenue, WESTCLIFF-ON-SEA, Essex SS0 8NQ

Inspection date: 14 February 2020

Overall effectiveness	Good
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The quality of education

Good

Behaviour and attitudes

Outstanding

Personal development

Good

Leadership and management

Good

Overall effectiveness at previous inspection

Good

What is it like to attend this early years setting?

The provision is good

Children are very happy and flourish at this warm and nurturing nursery. They relish their time outdoors in all weathers. Children explore and strengthen their physical skills. Older children bravely scale the challenging climbing wall. They do their best to get to the top. Staff give them enthusiastic praise and encouragement in their efforts. Toddlers listen carefully to instructions and are determined to learn to use scooters. Others whizz around the garden, carefully weaving between cars and brick towers. Children are exceptionally well behaved. They share and take turns with their friends. Children feel completely safe and secure to try new things. They know that staff will guide and help them.

Babies thoroughly enjoy the rich range of interesting and stimulating activities and resources. For example, they delight in squashing and throwing Valentine's Day balloons. Staff introduce them to new words like, 'balloon, red' and 'heart'. Babies laugh with excitement and have tremendous fun as they discover shaving foam. They have the freedom to squeeze it between their fingers as they explore the texture. Babies are totally engrossed in making marks with the foam with paint brushes and their fingers. Some are soon covered in foam from head to toe.

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

- Children are exceedingly motivated to learn. They eagerly contribute during circle time and are considerate to others. For example, staff help children to identify shapes. Children enthusiastically point out objects in the room that correspond. They work out for themselves that a rectangle has two long sides and two short sides. Children then notice that the window panes and table are rectangular and not square.
- Leaders are ambitious and inspirational. They have worked hard to support a new team of staff. The manager has good professional development procedures in place to help support them. However, further opportunities to coach and monitor staff, so that teaching is at the highest levels, are not fully embedded. Staff provide a thorough and in-depth settling-in programme. This ensures parents and children have a smooth introduction to their time at the nursery. Parents comment that there is a 'family feel' to the nursery. They are met with understanding and sensitivity.
- Children are extremely confident. They have opportunities throughout the day to make their own decisions and choices. Children also learn that decisions may not always go their way when, for example, they vote for which story is read first before lunch. They happily take this in their stride. Children are well versed in the hygiene routines of the nursery. They are learning to be highly independent. For instance, toddlers help themselves to a choice of drink and from a range of healthy snacks. Staff ask them to take two bread sticks and they competently

count out two before passing the bowl on. Children have formed exceptionally strong bonds with staff, including those that are new to the setting.

- Partnerships with parents are strong. Parents with children who have special educational needs and/or disabilities are very well supported. Children are making significant progress. Parents comment that, 'the managers and team have always been extremely welcoming, as well as professional.' They appreciate the online information they receive. For example, parents help their children choose objects to bring in for 'show and tell' when staff send links about the theme and colour of the week. However, staff do not always give parents clear messages about children's next steps to learning so that parents can fully support children's learning at home.
- Children have fabulous opportunities to explore their local environment. They all take trips to the seaside, local parks and the library. Older children broaden their experiences through outings to the nearby theatre. Children learn about people in the community who help them. For instance, fire officers visit and explain to the children what they do. Children gain an early understanding of people who are less fortunate than themselves. For example they dress up to support local charities' fundraising.

Safeguarding

The arrangements for safeguarding are effective.

Staff fully understand their responsibilities to safeguard children. They are confident and knowledgeable in identifying and addressing concerns relating to safeguarding and wider child protection issues. They attend ongoing training to keep up to date and refresh their knowledge in staff meetings. Managers conduct safer recruitment procedures and check staff remain suitable in their roles. New staff complete a thorough induction to confirm their suitability to work with children. Security is of a very high standard. All visitors must have an appointment and are asked for identification.

What does the setting need to do to improve?

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

- provide staff with further coaching and monitoring opportunities to build on their already good teaching skills and expertise, to drive outcomes for children to the highest levels
- strengthen the exchange of communication to parents about children's learning so that continuity of learning is maximised.

Setting details

Unique reference number	EY395484
Local authority	Southend-on-Sea
Inspection number	10074275
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	Full day care
Age range of children	0 to 8
Total number of places	52
Number of children on roll	67
Name of registered person	Imperial Day Nursery Limited
Registered person unique reference number	RP529069
Telephone number	01702 343554
Date of previous inspection	18 February 2016

Information about this early years setting

Imperial Day Nursery Ltd registered in 2010. The nursery employs nine members of childcare staff. Of these, one holds an appropriate early years qualification at level 6, one at level 5, one at level 4, three at level 3 and two at level 2. The nursery employs a cook, a maintenance contractor and one member of bank staff. The nursery opens from Monday to Friday all year round. Sessions are from 7am until 7pm. The nursery provides funded early education for three- and four-year-old children.

Information about this inspection

Inspector

Angela Doherty

Inspection activities

- The manager, director and inspector completed a tour of the nursery and discussed how the curriculum is organised.
- The inspector observed a range of activities indoors and outdoors, and assessed the quality of teaching and the impact on children's learning.
- The inspector spoke to parents during the inspection and looked through written references. She took their views into account.
- A sample of documentation, including staff suitability records, policies and procedures, was seen by the inspector.
- A joint observation was carried out by the inspector and the nursery manager.

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.

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