

# Inspection of Bright Horizons Manchester Day Nursery & Preschool

Macintosh Village, The Green Building, 4 River Street, Off Great Marlborough Street, Manchester M1 5BG

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Inspection date: 5 March 2020

<b>Overall effectiveness</b>	<b>Outstanding</b>
The quality of education	<b>Outstanding</b>
Behaviour and attitudes	<b>Outstanding</b>
Personal development	<b>Outstanding</b>
Leadership and management	<b>Outstanding</b>
Overall effectiveness at previous inspection	Good

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

### The provision is outstanding

The management team and staff work tirelessly to instil a love for reading in all children. They place a huge importance on literacy. This reflects in children's behaviour. Babies look at books independently, not needing the support of an adult. They smile and gaze at pictures as they work hard to turn the pages independently. Toddlers squeal with pure delight as they sing their favourite songs and listen to nursery rhymes. Pre-school children intently study well-known stories and create their own versions by copying key details from each page within the book. They discuss which are the most important events and characters within the story before recreating them using various drawing supplies.

An understanding of diversity is embedded within this setting. Children learn about many different ways of life outside of their own. During lunchtime, children hold in-depth discussions with staff instigated by 'talking points'. For example, children look at wooden figurines and consider how different types of families may look. They show that they feel secure and respected as they are keen to share their opinions. For instance, children suggest that 'some friends have two mummies or two daddies' or 'live with their grandma'. They agree that 'everyone is different and that's okay', showing exemplary compassion and maturity.

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

- The management team and staff build impressive, effective relationships with parents. Parents are invited to play an active role in the running of the setting through the 'parents council'. The management team also runs workshops throughout the year for parents. The aim of these is to help families with anything they may need support with, such as behaviour management. The management team goes above and beyond to ensure parents who have recently moved into the area, or do not speak English fluently, build a network of peers. Parents are invited to socialise together and encouraged to build support networks with one another.
- The quality of education offered at this setting is excellent. Staff and the management team work expertly together to deliver challenging, individual, engaging activities for all children. Staff tailor activities to reflect children's interests and promote all seven areas of learning. They use their creativity and knowledge to design an enthralling environment to ignite the curiosity of every child. For example, children are amazed when their classroom is transformed into 'the emerald city'. They giggle and skip together down the 'yellow brick road'. Children enter the setting enthusiastically, eager to learn.
- Parents offer the highest praise for this setting. They commend the 'genuinely caring' staff. Parents value the management team and comment that the 'level of communication with us is fantastic'. Parents feel confident and assured that

their children are receiving 'the best start to life' here.

- Children are taught to recognise and express their feelings. This practice is embedded for all children, including the youngest. Babies look at photographs that depict how our emotions can look. Toddlers read stories that explore how our feelings can show through actions and behaviours. Pre-school children show remarkable understanding as they choose to explain their feelings to staff rather than becoming frustrated.
- Staff well-being is of paramount importance to the management team. Staff commend the leaders of the setting for their continuous support and appreciation. Staff are encouraged to follow their interests and passions. They are provided with unrestricted access to new qualifications and training opportunities. Staff value this and continually strive to improve their own practice.
- Communication between staff is exemplary and worthy of dissemination. When accommodating children's additional needs, staff follow robust systems. For example, during lunchtime, staff read ingredients of meals out loud to three colleagues before serving children food. Key persons sit directly with children who have any allergies or dietary needs. This means all dishes are intrinsically checked before children begin to eat. This helps to ensure their health needs and dietary choices are respected.
- Staff show the utmost respect to children. They recognise the importance of children's feedback and truly consider their opinions. Children have their own committee and offer areas for improvement within the setting. For example, children recently expressed that they would like some different fruits on the menu, such as pomegranate.

## Safeguarding

The arrangements for safeguarding are effective.

Staff's understanding of the signs and symptoms which may indicate a child is being abused or neglected is robust. They confidently know the steps to take should they have concerns for the welfare of a child. Staff are determined to help protect children from harm. They understand how to raise concerns should they feel the management team is not fulfilling its safeguarding duties. The management team encourages staff to regularly refresh their understanding of child protection through training. As a result, all members of staff have a secure safeguarding knowledge, including regarding wider safeguarding issues, such as breast ironing and drug trafficking.

## Setting details

<b>Unique reference number</b>	EY301199
<b>Local authority</b>	Manchester
<b>Inspection number</b>	10148944
<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 at time of inspection</b>	0 to 4
<b>Total number of places</b>	130
<b>Number of children on roll</b>	128
<b>Name of registered person</b>	Kidsunlimited Limited
<b>Registered person unique reference number</b>	RP900864
<b>Telephone number</b>	0845 3652916
<b>Date of previous inspection</b>	5 May 2016

## Information about this early years setting

Bright Horizons Manchester Day Nursery & Preschool registered in 2005. The nursery employs 46 members of childcare staff. Of these, 27 hold a relevant early years qualification at level 2 and above, including three who hold early years teacher status. The nursery opens from Monday to Friday, all year round. Sessions are from 8am until 6pm. The nursery provides funded early education for two-, three- and four-year-old children.

## Information about this inspection

### Inspector

Shauneen Wainwright

## Inspection activities

- The inspector observed and evaluated interactions between staff and children throughout the inspection, indoors and outdoors.
- The manager explained the curriculum offered and the impact this has on children's development during a tour of the setting.
- Parents shared their feedback and experiences of the setting with the inspector.
- During a joint observation, the manager and the inspector evaluated the quality of education together.
- Leadership and management meetings were held throughout the inspection, during which the inspector viewed relevant documentation. This included evidence of the suitability of staff.

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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