

Inspection of University Nursery

University of Warwick, Scarman Road, COVENTRY CV4 7AL

Inspection date: 16 July 2021

Overall effectiveness	Outstanding
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

Children arrive at this nursery full of exuberance and are keen to access the inspiring range of activities that the staff provide. These activities quickly capture their interests. They have a highly positive attitude to their learning and their behaviour is outstanding.

Babies are extremely well settled. This is enhanced by consistent key staff who care for them and provide a very calm and gentle approach towards all aspects of their care. Babies confidently explore their immediate environment. They empty and refill baskets in between crawling up and over small climbing apparatus.

Toddlers have exciting opportunities to use their senses through exploratory play in water. They delight in creating bubbles that they squeeze from a sponge. Their curiosity to explore is enhanced by staff who hide small turtles under pebbles for the children to find. Children are superbly supported by staff, who sit in close proximity to them and take every opportunity to extend their learning and help them acquire new knowledge.

Older children immerse themselves in their learning by frequently making choices about how they wish to spend their time at nursery. They move between the outside and indoor areas. Older children share very strong friendships with their peers and are extremely well prepared for the next stage in their lives, such as starting school.

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

- The manager has extremely high expectations of her staff. She does not hesitate in implementing robust staff disciplinary procedures in the event of a member of staff not fully upholding the nursery's policies and procedures. The manager accurately identifies her strongest staff's individual qualities and abilities and utilises these effectively to enhance the provision. For example, she deploys her newly appointed assistant manager to oversee staff practice, their mental health and overall well-being. Consequently, staff report they feel exceptionally well supported by the management team and most specifically with regards to the impact the COVID-19 (coronavirus) pandemic has had on their personal lives.
- Recruitment and selection processes are extremely thorough, the manager is highly driven to employ the best possible staff available. Where she identifies gaps in the experience or knowledge of the staff she recruits, she proactively devises a plan of immediate support. For example, the manager ensures younger, less experienced staff have direct links to highly experienced mentors in order to support them in their role from the outset.
- The assistant manager creates innovative ways to introduce staff to new

initiatives. They are currently embarking on becoming a fully eco-friendly nursery. As a result of this clear leadership, the whole staff team engage with enthusiasm.

- The staff team at this nursery work cohesively to provide high-quality care and education. Children are placed at the heart of staff practice. Staff welcome discussions that help them to thoroughly explore their resources to promote inclusive practice even further.
- The well thought out curriculum and intent for children's learning superbly supports them in making excellent progress across all areas of their development. Staff implement the curriculum exceptionally well, using the extensive resources available to them. There is a real buzz of conversation throughout this nursery. Children's confidence overflows as they engage and converse with attentive staff and their peers throughout the day. This hugely extends their skills in communicating. During story time, staff are highly successful in creating anticipation and they introduce animated voices for each of the characters, to bring the story alive.
- Staff are highly effective in supporting children's understanding of keeping safe and healthy. Two-way discussions help children decide where the coolest place to play is in extremely hot weather. As a result, children learn about keeping safe in extreme heat and make sensible choices to aid their own good health.
- Many parents express that they could not be happier with the quality of care and education their children receive. They especially appreciate how staff introduce early science to their children, through activities about the solar system. Parents also share they really welcomed videos provided by the team during lockdown about changes to the nursery as a result of COVID-19. They say this was exceptionally effective in helping their children to understand, for example why soft toys and rugs were not being used.

Safeguarding

The arrangements for safeguarding are effective.

Management and staff have extensive knowledge of safeguarding. Staff keep their knowledge up to date through training and discussions in staff team meetings. They confidently explain what action they would take in relation to concerns about domestic abuse in a child's home. The management team have secure arrangements in place in the event of concerns that a young adult, such as a parent, a student or member of staff, is being exploited or groomed. The nursery is secure and their risk assessments are thorough in minimising all potential risks to children.

Setting details

Unique reference number	507728
Local authority	Coventry
Inspection number	10116418
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 at time of inspection	0 to 4
Total number of places	78
Number of children on roll	103
Name of registered person	University of Warwick
Registered person unique reference number	RP904975
Telephone number	02476 523389
Date of previous inspection	19 February 2016

Information about this early years setting

University Nursery was registered in 1993. The nursery employs 33 members of childcare staff. Of these, 28 hold appropriate early years qualifications ranging from level 2 to level 7. Two staff members hold early years professional status. The nursery opens from Monday to Friday all year round, except for all bank holidays, the days between Christmas and New Year. Sessions are from 8.15am to 5.45pm Monday to Thursday and from 8.15am to 5.15pm on Fridays. A playscheme operates for older children during school Easter, half-term breaks and the summer holidays, and sessions are offered Monday to Friday from 8.15am to 6pm. The nursery provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspector

Hayley Lapworth

Inspection activities

- This was the first routine inspection the setting received since the COVID-19 (coronavirus) pandemic began. The inspector discussed the impact of the pandemic with the setting and has taken that into account in their evaluation of the setting.
- The inspector toured the nursery and completed a learning walk with the manager. The manager described how the environment and the curriculum is organised.
- The inspector observed the quality of teaching during activities indoors and outdoors and assessed the impact this has on children's learning.
- The inspector completed joint observations with the manager.
- The inspector held a meeting with the nominated individual, manager and deputy manager. She looked at relevant documentation, such as the evidence of the suitability of staff working in the setting.
- The inspector spoke to a selection of parents during the inspection and took account of their views.

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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