

Inspection of Oxfam Workplace Nursery

Oxfam, Oxfam House, John Smith Drive, Oxford Business Park South, OXFORD OX4 2JY

Inspection date: 1 December 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	Good

What is it like to attend this early years setting?

The provision is outstanding

Children are warmly welcomed into this exceptional nursery. It is a hive of learning, fun and activity. Children are completely engrossed in their learning. This is evidenced by their remarkably high levels of confidence and self-esteem.

Children thrive with rich experiences that help them to learn about the world around them. For example, children relish learning about the planet they live on and how they need to take care of it for their own future. Children confidently discuss the need to plant more trees and care for our forests. Furthermore, they talk about the different issues, such as forest fires in Australia and erupting volcanoes in Spain. Children learn about recycling and the harm caused by single use plastics. They are rapidly gaining new knowledge about the world they live in. Children behave exceptionally well and treat each other with kindness and respect.

There is an excellent focus on supporting children's communication and language skills. Staff swiftly identify children who arrive at the setting with lower than typical speaking skills. Highly skilled interventions help children to catch up quickly in their learning. Toddlers learn new words rapidly and older children are remarkably articulate. Children, including those who speak English as an additional language, are confident and competent communicators.

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

- The manager is inspirational. The dedication she and her team give to providing high-quality care and education is admirable. The curriculum is ambitious and exciting for children. It is perfectly embedded throughout the nursery and successfully builds on and extends children's prior knowledge. Knowledgeable staff skilfully intervene at appropriate times to add value to children's learning and challenge their thinking skills even further. All children are incredibly well prepared for the next stage in their learning.
- Literacy development is a strength at the nursery. Young children learn to recite rhymes and songs. Children have access to a wealth of books. They learn about the difference between fiction and non-fiction. Staff are animated as they read with superb expression to children and take time to talk to them about the books they read. For example, children are able to describe their favourite books they love to read as well as competently naming the author and illustrator. Children develop a love of learning, which is demonstrated through their remarkable levels of motivation and concentration. They are consistently engrossed in exciting and challenging activities.
- The manager has a profound commitment to continuous reflection and self-evaluation. Staff are encouraged to research the latest developments in the field of early years. For example, recent research on children's emotional

development has been used highly successfully to support children in recognising and dealing with their emotions.

- Staff deliver consistent messages to help children understand how they can make healthy living choices. This is evident through discussions with children. They tell the inspector the importance of their regular yoga sessions and how they need to 'stretch and wriggle'. Children understand they must not consume too much sugar. They explain how they know this can cause tooth decay and these foods are only allowed in small quantities as treats.
- Parents highly rate what they consider to be an exceptionally caring and communicative staff team, who 'go above and beyond'. Parents praise the high-quality education opportunities available to their children. Furthermore, parents express the excellent communication when the setting was closed during the COVID-19 pandemic. Staff worked tirelessly and extremely closely with parents to support children's learning.
- Staff are especially caring towards the children, creating an extremely nurturing environment. New children settle remarkably quickly. They form strong bonds with staff, who show a genuine interest in their well-being. Children follow the respectful behaviour modelled by staff and are consistently kind and helpful to each other. For example, when one child was not keen to read a book because it had a 'scary' character in the book, another child quickly offered support to her friend. She offered to hold her friend's hand during the story.

Safeguarding

The arrangements for safeguarding are effective.

The manager has high expectations of staff, especially regarding their knowledge of safeguarding. Staff receive rigorous safeguarding training, including ongoing discussions and workshops on child protection. They monitor the welfare of the children vigilantly. Staff demonstrate detailed knowledge of the signs that could indicate a child is at risk of harm, including from exposure to radical and extremist views. Staff have an excellent understanding of their duty to identify and respond to concerns about a child and/or member of staff working with them. The manager maintains meticulous recruitment procedures. She ensures staff's suitability through ongoing checks.

Setting details

Unique reference number	EY309265
Local authority	Oxfordshire
Inspection number	10214638
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	28
Number of children on roll	19
Name of registered person	Oxfam
Registered person unique reference number	RP518080
Telephone number	07391393235
Date of previous inspection	17 October 2016

Information about this early years setting

Oxfam Workplace Nursery registered in 2005 and is primarily a workplace nursery for children of Oxfam staff. The nursery is located in the Oxfam Headquarters in the Oxford Business Park South, in Cowley, Oxford. The nursery receives funding for the provision of free early education for children aged two, three and four years. The nursery opens on Monday to Thursday from 8.45am to 5.15pm and on Friday from 8.45am to 5pm. The nursery opens all year round, apart from a week at Christmas and Easter. The nursery employs 10 staff. Of these, the manager holds early years professional status, two staff hold qualifications at level 5 and five staff hold qualifications at level 3.

Information about this inspection

Inspector

Amanda Perkin

Inspection activities

- This was the first routine inspection the provider received since the COVID-19 pandemic began. The inspector discussed the impact of the pandemic with the provider and has taken that into account in her evaluation of the provider.
- The manager joined the inspector on a learning walk and talked about their curriculum and what they want their children to learn.
- Parents shared their views through written feedback. The inspector took these views into account.
- Children spoke to the inspector about what they enjoy doing while at nursery.
- The inspector looked at a sample of the documentation. This included evidence about suitability and training records.

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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