

Inspection of Junior's Day Nursery

Bramley House, Hartley Dyke Business Centre, Hartley Road, Cranbrook, Kent TN17 3QG

Inspection date: 2 February 2022

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 extremely happy and confident. They play and learn in a harmonious and positive atmosphere. Children feel very safe and secure as they freely explore and lead their own learning. Children form extremely warm and positive relationships with staff. Children are provided with highly tailored care by their key person. For example, at nap time, a child is compassionately rocked to sleep in the arms of his key person before being carefully laid down.

The staff have very high expectations for all children. This includes those children with special educational needs and/or disabilities. The setting layout is carefully planned with specialist equipment. This ensures that the environment is fully inclusive for all children attending. Staff provide excellent opportunities to support children's independence in learning. The highly effective curriculum is planned and delivered superbly well. This ensures that children are more than ready for the next stage in their learning.

Children display impeccable manners and social skills across the setting. For example, at lunchtime, children seat themselves in a mature and calm manner. They wait patiently for the chef to bring their food to their table. The children thank the chef for their delicious lunch. All children have developed excellent communication skills and demonstrate an extensive vocabulary.

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

- The staff know the children extremely well. Staff plan stimulating and engaging activities that support the children's interests and build successfully on what they already know and can do. For instance, during one activity, children freely explored the texture of dry pasta. The practitioner who led this skilfully extended the activity by introducing a colander with small holes for threading. The children showed extremely high levels of concentration and were deeply engaged in their play. Their fine motor skills were remarkable.
- Staff have exceptionally high standards for children's behaviour. When minor disagreements do take place, staff give children time and the responsibility to resolve issues themselves. For example, in the pre-school room, a child said to his peers 'I need some space' following a falling out with a friend. This demonstrates an extremely high level of maturity in children's approach to relationships. Staff consistently give children the tools and language they need to help them manage and understand their emotions effectively. Children's behaviour is exemplary across the age ranges.
- Children have outstanding levels of independence for their age, across the setting. For example, in the baby room, the children instinctively know the handwashing routines to follow before they sit down to eat their lunch

independently. They use cutlery adeptly. Children have remarkable hand-eye coordination skills.

- The setting has an exemplary attitude towards working with the local community. Children visit an elderly care home regularly, where they enjoy a range of activities and have formed special caring friendships. When one of their special friends passed away, the setting supported the children to understand the death of their friend through talking and sharing stories. Children benefit hugely as they learn to understand different emotions.
- The manager speaks passionately about their ethos. Equality, diversity and learning from different cultures is embedded within everyday nursery life. For instance, the setting work with their families to create diverse lunch menus. These reflect traditional cultural recipes, such as jollof rice and fish. This further enhances the experiences of the children as they learn about food from different countries.
- Leadership and management are exceptional at the setting. The manger has created a culture of mutual respect and trust across all levels of staff. Any issues are identified quickly and effectively. For example, she operates an open door policy, where staff are able to reach out for advice and support. This makes staff feel highly valued and supported within their roles.
- The manager ensures that there is a highly effective system of staff supervision that takes place regularly throughout the year. For example, areas of improvement and further training are identified together with staff. The manager has ambitious aspirations for her staff's continuous professional development. Consistently high levels of well-being are reported by staff.

Safeguarding

The arrangements for safeguarding are effective.

The safeguarding policies and procedures are stringent and extremely well embedded. As a result, all staff have a clear understanding of their responsibilities and duty to protect children from harm. They understand what they must do, should they have any concerns about children in their care or the conduct of their colleagues. Staff complete regular training courses to ensure their knowledge is up to date. The manager regularly checks that staff understand their role in safeguarding through questioning and supervision meetings. Robust recruitment and vetting arrangements are in place to help ensure that all adults working with children are suitable.

Setting details

Unique reference number	EY368488
Local authority	Kent
Inspection number	10221326
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	72
Number of children on roll	64
Name of registered person	Junior Childcare Limited
Registered person unique reference number	RP528751
Telephone number	01580 713033
Date of previous inspection	12 December 2018

Information about this early years setting

Junior's Day Nursery registered in 2008. It is located in Cranbrook, Kent. The setting employs 18 members of staff. There is one member of staff who holds a BA Honours in Early Years, a member of staff who holds a Foundation degree in Childhood Studies, a member of staff who holds a level 4 and a further seven members of staff who hold a level 3 qualification. The nursery opens from Monday to Friday all year round. Sessions are from 7.30am to 6pm. The nursery provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspector
Nicky Webb

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 their evaluation of the provider.
- The manager and the nominated individual joined the inspector on a learning walk and talked to the inspector about their curriculum and what they want their children to learn.
- Children told the inspector about their friends and what they like to do when they are at the nursery.
- The inspector talked to staff at appropriate times during the inspection and took account of their views.
- The inspector carried out a joint observation of a group activity with the deputy manager.
- The inspector spoke to several 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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