

Inspection of Oak Trees Day Nursery School

Ford Research & Engineering Centre, Laindon, Basildon SS15 6EE

Inspection date: 17 February 2022

Overall effectiveness	Outstanding
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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 thoroughly enjoy spending time in the highly nurturing nursery. They are extremely motivated learners and they thrive within this rich and caring environment. Children are exceedingly happy and confident. They enjoy the company of their peers as well as time playing and learning on their own. Older children show exceedingly high levels of respect for others, for example when they work on building projects together. They enthusiastically discuss their ideas and talk about the benefits of working as a team. Babies and toddlers play alongside one another harmoniously. They are happy, safe and busy as they explore the enticing activities and resources. The behaviour of all children is exceptional.

The highest priority is given to children's health and well-being. All children spend considerable amounts of the day outdoors. They skilfully use their large muscles for riding tricycles and lifting heavy spadefuls of sand into wheelbarrows. Children are active explorers and watch with interest how water come out of holes in pipes. They use their hands to block and unblock the holes as they discover for themselves how things work. Children are learning how to manage their own risks with skill and coordination. They demonstrate excellent spatial awareness as they run and chase in the impressive outdoor environment.

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

- Staff have an impressive understanding of the curriculum and the way they teach children is consistently aligned with it. They are skilled and experienced and provide exceptional support for children to be creative and express their ideas. Staff know precisely when to interact with children, as they see the learning potential in everything they do.
- Staff maximise every opportunity to speak with children, using a rich range of vocabulary and language structures. At mealtimes, pictures displayed on tables spark conversation with babies and toddlers. As they point to pictures or use single words, staff immediately respond, using clear, relevant words. Staff skilfully help older children to learn what words mean. For example, they explain that 'incorporated' means mixed together. Children show their high levels of understanding and quick learning as they use this word themselves when adding ingredients to dough.
- High-quality care is consistent throughout the nursery. All children clearly have a very strong attachment to their key person. Staff who work with babies are very responsive to their individual needs. They offer warm, positive interaction and smiles. Staff and toddlers have spontaneous singing sessions, and personalising verses to popular songs results in fun and laughter. Older children enjoy showing staff and visitors their pictures and writing based on their experiences. Their language skills, drawing and writing are all at an exceptionally high level.

- Staff have the deepest knowledge and understanding of children's individual needs. Learning opportunities are meticulously planned around these. The impact of this is superbly demonstrated by seeing children absorbed in play and exploration. Staff use precise and accurate assessments of children's learning to encourage rapid progress. Any delays in development are identified very early and parents are involved right from the start. All children, including those who speak English as an additional language, make excellent progress. Children are expertly prepared for their next stage in learning and, when the time comes, for school.
- Leadership and management are extremely strong. The very well-qualified staff consistently report high levels of support for their well-being. They have opportunities to grow their careers within the company. Many staff started as apprentices and are now part of the leadership team. Staff commit to regular training and share what they learn with each other. Managers have effective engagement with staff through supervisions and focused actions for professional development. There are strong shared values between leaders and staff. This is evident through the quality of teaching and practice, which ensures that children receive the highest quality of education.
- Partnerships with parents and carers are exemplary. Parents speak very highly about the nursery and say that their children are exceedingly happy here. They report how exceptionally well informed they are about their children's learning and development. Parents say they are constantly amazed at what their children know and can do.

Safeguarding

The arrangements for safeguarding are effective.

The managers and all staff demonstrate extensive knowledge of how to safeguard children. They are very clear that the safety of children is of paramount importance. Safeguarding policies and procedures are very well understood. As a result, staff are highly confident in what they must do, should they have any concerns about children's well-being or the conduct of their colleagues. Staff demonstrate a clear understanding of when children may be influenced by radical or extremist views. They receive thorough training and support to ensure they understand all child protection procedures. Robust recruitment processes help to ensure all staff are suitable to work with children.

Setting details

Unique reference number	EY472633
Local authority	Essex
Inspection number	10127289
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register
Day care type	Full day care
Age range of children at time of inspection	1 to 4
Total number of places	51
Number of children on roll	61
Name of registered person	Seymour House Limited
Registered person unique reference number	RP533301
Telephone number	01268546644
Date of previous inspection	23 July 2014

Information about this early years setting

Oak Trees Day Nursery School registered in 2014 and is situated in Laindon, Basildon. The nursery serves the children of parents who work for the Ford Motor Company. It opens Monday to Friday, all year round, from 7.15am until 6.15pm. There are currently 23 members of staff, 14 of whom hold an appropriate early years qualification. This includes one member of staff with qualified teacher status, two with early years teacher status and one with early years professional status. The nursery provides funded early education for three- and four-year-old children.

Information about this inspection

Inspector
Jill Hardaker

Inspection activities

- This was the first routine inspection the nursery received since the COVID-19 pandemic began. The inspector discussed the impact of the pandemic with the managers and has taken that into account in her evaluation of the nursery.
- One of the managers and the inspector completed a learning walk across all areas of the nursery to understand how the early years provision and the curriculum are organised.
- Two joint observations were carried out and discussed between one of the managers and the inspector.
- Staff, children and parents spoke with the inspector at appropriate times during the inspection.
- The inspector looked at a sample of the nursery's documentation during a meeting with the managers. This included reviewing information about safeguarding, staff suitability and training.

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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