

Inspection of Brinds Well Day Nursery

Hawstead Lane, Orpington, Kent BR6 7PH

Inspection date: 8 March 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	Outstanding

What is it like to attend this early years setting?

The provision is outstanding

Children flourish in this setting because they are at the centre of everything staff do. There are extremely high expectations for what children can achieve. Staff recognise and understand children's uniqueness and how to support their individual needs. Children invite their key person to join in with their play. This allows staff to build on what children already know and can do. For example, staff and children explore how different people have different hair types as they role play being hairdressers in the Toddler room.

Children settle exceptionally well. Staff embrace children's culture and home languages and successfully use these to support children as they come into the setting. Children and staff build strong relationships. This ensures children feel safe and secure in the setting. Parents provide excellent feedback about the setting and the support they receive.

Children's behaviour is exemplary. They are highly respectful of the setting's 'golden values' and follow these consistently. Staff are excellent role models for children. They demonstrate respect for the environment and each other and encourage children to do the same. Children avoid conflict with each other because staff teach them, from a young age, how to share and take turns. They use timers to help younger children develop their understanding of this.

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

- Children experience a curriculum that is meticulously designed to support and extend their individual talents and skills. Staff gather key information from parents when children start at the setting and use this to plan meaningful experiences that help them settle. Ongoing planning and assessment ensure all children, including those who receive additional funding, have opportunity to reach their full potential.
- Pre-school children independently create their own models at the woodworking station. They safely and skilfully use real life tools to bring their ideas to life. Staff offer support and gentle safety reminders but allow children to take the lead. Younger children learn balance and coordination as they explore physical equipment, both inside and out. This continuously builds on their understanding of how to independently manage their own risks.
- Support for children's communication and language skills is exceptional. All children, including those who speak English as an additional language, make rapid progress in this area. Throughout the setting, staff skilfully use children's home languages, signs, and English to communicate with them. For instance, at mealtimes staff refer to babies' drinks in their home language. Older children learn words related to construction as they discuss the 'foundations' of their

buildings with staff.

- Staff are highly attentive to children's boundaries. They ask their permission before carrying out tasks, such as wiping their nose or taking them to have their nappy changed. Children begin to learn about making choices in the food they eat. Staff present cereals and fruits on the table in front of the children, so that they can see and choose what they would like. Staff repeat the names of the items and encourage the children to repeat these.
- Children learn about the diverse people and communities around them. Staff use a combination of discussion, books and resources to help children explore and understand their similarities and differences. For example, during music activities children and staff look at books about Elton John and Prince. The setting employs a 'Diversity Champion' to lead and support staff in their practice.
- Staff offer consistently high levels of support for children who have additional needs. The special educational needs coordinator in the setting works very closely with parents and external agencies to ensure all children receive the support they need. As such, gaps in children's learning are closing rapidly.
- Extraordinary 'rolling mealtimes' provide children with the opportunity to freely choose when they would like to eat. This means they can continue in their play undisturbed.
- Leaders are inspirational. They actively support and guide staff to build on their skills and provide the highest levels of care and education to children. Staff access a significant range of professional development opportunities, including a range of languages that support staff communication with the children and families that attend.

Safeguarding

The arrangements for safeguarding are effective.

All practitioners are highly confident in identifying when children may be at risk of harm, including wider issues related to the 'Prevent' Duty and female genital mutilation. They have an excellent understanding of what they must do if they have any concerns about a child's well-being or the conduct of a colleague. Practitioners complete training and have regular discussions to ensure their knowledge of safeguarding issues is up to date. Recruitment and vetting procedures for staff are rigorous. An extensive induction programme and ongoing supervision ensures all adults are suitable to work with children.

Setting details

Unique reference number	EY375196
Local authority	Bromley
Inspection number	10197908
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	148
Number of children on roll	175
Name of registered person	Childbase Partnership Limited
Registered person unique reference number	RP900830
Telephone number	01689 871771
Date of previous inspection	7 October 2015

Information about this early years setting

Brinds Well Day Nursery registered in 2008. The nursery is situated in Chelsfield Village, in the London Borough of Bromley. The nursery is open each weekday from 7.30am to 6.30pm for 52 weeks of the year. The nursery is in receipt of funding for the provision of free early education for children aged three and four years. The nursery employs 82 members of staff. Of these, 76 hold relevant early years qualifications from level 2 to level 6.

Information about this inspection

Inspectors

Danny Lydon
Katie Smith

Inspection activities

- This was the first routine inspection the setting 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 the evaluation of the provider.
- Inspectors observed staff and children in their play and spoke with staff at appropriate times.
- Parents spoke to the inspectors and shared their views.
- Joint observations were carried out with the manager.
- A meeting was held with the management team to discuss their leadership of the setting.
- Inspectors reviewed documents relevant to the inspection process.

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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