

Inspection of Snowflakes Day Nursery & Montessori

Grand Union Village, 8 Higham Mews, NORTHOLT, Middlesex UB5 6FP

Inspection date: 13 October 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 are happy and motivated to learn in this inclusive and highly stimulating environment. Staff know their key children extremely well and build strong bonds with them. They plan activities based on their interests and next steps, ensuring their emotional and developmental needs are met. Sensitive and purposeful interactions encourage children to be confident and feel safe and secure in the setting.

Outstanding teaching and well-planned activities throughout the nursery ensure children build on their previous knowledge and experiences. For example, children learn about a different country each month. They learn about where countries are in the world, what the flag looks like, what it is like to live there and what it produces.

Aspirations are high for all children. Children with special educational needs and/or disabilities (SEND) receive excellent, targeted support. This includes language and social development focus groups and specific interventions to manage behaviour. This helps to ensure all children achieve the best possible outcomes. Staff and parents alike speak enthusiastically about the progress children make during their time at this nursery.

Children develop high levels of independence. For instance, they serve themselves, pour their own drinks from a jug during mealtimes, and butter their own toast safely with a knife. Children peel oranges during role play with dolls, which also helps to develop their small physical skills. They capably clear up their own spillages where necessary. Building confidence and independence is central to the ethos of this nursery, ensuring children are prepared for their next stage in education.

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

- The dedicated and experienced management team is clear about what it wants children to learn. The team reflects on its practice and strives for continuous improvement. Leaders seek the views of parents regularly through parent questionnaires and open forums. They attend leadership coaching and provide targeted support and training for their staff in order to continually develop their practice. Staff report that they feel well supported.
- Partnerships with parents are very strong. Parents speak highly of the two-way communication system and feel well informed about their children's progress. They report that staff are highly supportive of each child's needs during the settling-in period. Parents are encouraged to be involved in the life of the nursery. They are invited to engage in activities and share their knowledge and

skills with the children throughout the year. Parents are welcomed to yearly events such as sports day, cultural day and the graduation ceremony.

- Children who speak English as an additional language make notable progress. Staff ensure that a wide range of key words in each language represented are available for the children, and the diverse cultural representation of staff's languages is utilised. Staff are attentive in developing all children's language during activities. They speak clearly, introduce and reinforce new vocabulary and regularly ask them questions. Children also enjoy interactive French and Spanish lessons throughout the week, excitedly recalling numbers and greetings previously learned.
- Teaching about diversity and respecting each other's differences is outstanding. For example, children observe the colour of real eggs on the outside and inside and compare with the appearance of humans externally and internally. This helps children to understand that we are all different on the outside but the same on the inside. Children look in mirrors and compare each other's skin colour of their hands to emphasise the learning. The setting is exceptionally well resourced to promote understanding of the diverse world we live in.
- Children behave well and respond promptly to staff's expectations. They share naturally and are well mannered. Staff support children to understand and manage their own feelings and emotions. Children are encouraged to look at their own facial expressions in mirrors and point to faces on cards showing how they are feeling. When children struggle to regulate their behaviour, staff take appropriate action to support them.
- Children have a good understanding of the importance of healthy lifestyles. They enjoy varied and nutritious meals prepared on site by their own chef. They are given ample opportunities throughout the day for fresh air and physical activity in their spacious, well-equipped outdoor area. Children take part in daily exercise classes and learn about the importance of oral hygiene through visiting speakers and routine teeth brushing after lunch.

Safeguarding

The arrangements for safeguarding are effective.

Managers have robust recruitment procedures to ensure that all staff are suitable to work with children. They continue to check staff's suitability throughout their employment. All staff understand the importance of keeping children safe. They risk assess the indoor and outdoor environments each day to ensure they are free from hazards. Staff report that they involve children in this procedure to support learning about keeping themselves safe. Staff keep up to date with mandatory training through online and face-to-face training opportunities. They describe the signs and symptoms of abuse that might cause concern and know the procedures to follow should they need to report concerns about a child's welfare.

Setting details

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| Unique reference number | EY394004 |
| Local authority | Ealing |
| Inspection number | 10231357 |
| 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 | 0 to 4 |
| Total number of places | 76 |
| Number of children on roll | 93 |
| Name of registered person | Snowflakes Day Nursery & Montessori Ltd |
| Registered person unique reference number | RP901394 |
| Telephone number | 02088 458998 |
| Date of previous inspection | 20 October 2016 |

Information about this early years setting

Snowflakes Day Nursery & Montessori registered in 2009. The nursery operates from a purpose-built building in Northolt, in the London Borough of Ealing. The nursery is open Monday to Friday, from 8am to 6pm, except for bank holidays, one week over summer and over the Christmas period. The nursery receives funding to provide free early education to children aged two, three and four years. There are 22 members of staff. Of these, 14 hold relevant early years qualifications, two hold qualified teacher status and one holds early years professional status.

Information about this inspection

Inspector

Nicky McDougal

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 inspector viewed the provision with managers and discussed how they ensure it is safe and suitable.
- The management team joined the inspector on a learning walk and talked to the inspector about the curriculum and what they want the children to learn.
- Children communicated with the inspector during the inspection.
- The inspector talked to staff at appropriate times during the inspection and took account of their views.
- The inspector observed the quality of education being provided, indoors and outdoors, and assessed the impact that this was having on children's learning.
- The special educational needs coordinator spoke to the inspector about how they support children with SEND.
- The inspector observed the interactions between staff and children.
- The inspector looked at relevant documentation and reviewed evidence of the suitability of staff working in the nursery.
- Parents shared their views on the setting with the inspector.

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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