

Inspection of Bright Horizons at RAF Northolt

Royal Air Force, Northolt Airfield, West End Road, RUISLIP, Middlesex HA4 6NG

Inspection date: 18 November 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 thrive in this excellent nursery. From the moment they arrive they are warmly welcomed by the nurturing staff. Children receive lots of emotional support and highly attentive care, to help them settle. They build strong bonds with the staff and demonstrate that they feel happy and secure.

Children learn from an early age to express how they feel and to be kind and considerate to others, and therefore they behave exceptionally well. For example, toddlers play harmoniously together and are proud to show that they can share toys with their peers. Children share their backgrounds and experiences with each other and enjoy the festivals and traditions of various cultures. They learn to value and respect the people in society that help us, such as through regular visits from members of the library, police and fire services.

Children experience an ambitious curriculum. They respond positively to staff's high expectations and are highly motivated to learn. Children are extremely creative and demonstrate vivid imagination. They confidently tackle problems and work cooperatively to find solutions. For instance, older children create an enormous 'rocket' from recycled materials. They explain 'it has fuel, but it still will not fly'. They discuss how they might adapt their design and are eager to try out their ideas.

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

- The manager is an inspiring and motivating leader. She and the staff continuously evaluate the provision and strive for excellence. Some staff describe how they have rediscovered their passion for childcare since joining the nursery. They are positive about training and wholeheartedly support any changes and improvements to the setting.
- Staff know the children exceptionally well. They provide highly stimulating activities, to promote children's individual interests and learning. Staff regularly check what children know and can do. They promptly identify where children need extra help and provide excellent support for children with special educational needs and/or disabilities (SEND). Leaders and staff are committed to enabling the best possible outcomes for all children.
- Children's communication and language skills are given high priority. Staff implement many successful strategies to help children express themselves. For example, babies confidently operate a 'talking tile', to show that they want a drink of water. When children experience difficulties in communicating, staff offer timely interventions and engage with other professionals to provide additional support. Consequently, all children, including children with SEND and those who speak English as an additional language, make excellent progress.

- Books and stories are an integral part of the nursery. Staff provide a range of reading materials for children and read to them regularly throughout the day. Children memorise new words and use these to enhance their own storytelling. They become familiar with a range of songs and rhymes by singing together. Older children begin to understand that letters have different sounds. This means that they are off to a good start when they begin to learn how to read.
- Children are extremely independent and motivated to learn. They enjoy being helpful and are eager to assist with tasks, such as setting the tables for lunch. Children willingly follow the well embedded routines, such as nap times. They are thoughtful and remind each other to use quiet voices, so that they do not disturb their friends.
- Children build strong bodies through daily exercise and outdoor play. They thoroughly enjoy physical activities, such as 'Boogie Mites' music and movement sessions, which help them to develop their small and large-muscle movements. Children are served nutritious meals and snacks at the nursery each day. They help to grow and harvest vegetables in the nursery garden. This helps them to discover and enjoy a wide variety of healthy foods.
- Staff forge strong partnerships with parents and work extremely hard to engage them in their children's learning. For example, they provide books and activity bags, which parents share with their children at home. They find out about the experiences that children enjoy outside of nursery, so that they can further support these. Parents say that staff provide exceptional support for each family's needs. They appreciate the wonderful care and experiences the nursery provides for their children.

Safeguarding

The arrangements for safeguarding are effective.

Leaders successfully embed a culture of safeguarding at the nursery. They ensure that all staff receive safeguarding training and understand their role to protect children from harm. Staff confidently describe the signs of potential abuse and neglect. They know how to report concerns about the welfare of a child or the conduct of an adult. Children's safety and well-being are ingrained into the nursery's ethos. Leaders implement robust recruitment and selection procedures, to check that staff are suitable to work with children. Staff are vigilant to risks and follow nursery procedures to maintain a safe and secure environment.

Setting details

Unique reference number	EY422030
Local authority	Hillingdon
Inspection number	10235504
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	74
Number of children on roll	81
Name of registered person	Bright Horizons Family Solutions Limited
Registered person unique reference number	RP901358
Telephone number	020 3780 3060
Date of previous inspection	7 December 2016

Information about this early years setting

Bright Horizons at RAF Northolt registered in 2010. It is situated in the Ruislip Gardens area of the London Borough of Hillingdon. The nursery employs 25 staff; of these, 22 hold early years qualifications. One member of staff has qualified teacher status and others are qualified at level 3 or level 2. The nursery is open from 7.30am to 6pm throughout most of the year. The nursery offers funded early education for children aged two, three and four years.

Information about this inspection

Inspector

Sarah Crawford

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 provider and has taken this into account in their evaluation of the setting.
- The manager showed the inspector around the nursery premises and explained how they organise the environment and learning programmes for children.
- The inspector observed activities and interactions between children and staff, to evaluate the quality of the education. This includes a joint observation with the manager.
- Parents, staff and children shared their views and experiences with the inspector at appropriate times during the inspection. The inspector also took account of parents' written feedback.
- Managers met with the inspector to discuss issues, such as staff recruitment and training. They ensured that documents, including staff's suitability checks and paediatric first-aid certificates, were available for the inspector to view.

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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