

Inspection of Snapdragons Cribbs Causeway

Snapdragons Nursery, First Field Way, Patchway, Bristol BS34 5TN

Inspection date: 7 February 2023

Overall effectiveness	Outstanding
The quality of education	Outstanding
Behaviour and attitudes	Outstanding
Personal development	Outstanding
Leadership and management	Outstanding
Overall effectiveness at previous inspection	Not applicable

What is it like to attend this early years setting?

The provision is outstanding

Staff offer babies and children very nurturing and affectionate care. Staff follow home routines for personal needs, which they conduct with warmth and respect. New children are very sensitively supported to settle with caring attention from staff who build their confidence and let them explore at their own pace. Throughout the nursery, children form secure emotional attachments with the staff. They demonstrate a real sense of belonging and visibly flourish. Children behave exceptionally well. They quickly become familiar with the consistent expectations for behaviour, learning to share and take turns. This close and genuine environment is evident to all. Parents are full of praise for the dedicated staff team.

Babies' and children's self-esteem is developing superbly. They show very positive attitudes to learning. They relish the freedom to choose from a wide range of stimulating activities and inspiring resources that excite their interest and motivate them to use their skills, senses and imagination. They become absorbed as they feel soapy bubbles and show fascination as staff help them grate chalk into the water to create different colours. Older children make imaginative mixes with the sand outdoors, collaborating with their friends wonderfully. All children are making excellent progress. This includes children in receipt of additional funding and those whose circumstances require particularly perceptive intervention and additional support.

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

- Leadership and management are inspirational. The new manager's passion for her work, her high attention to detail and excellent leadership inspires her team. The drive for improvement is exceptionally well supported by the senior leadership team from the nursery's parent company. There is rigorous monitoring of all aspects, educational programmes, staff practice and children's progress.
- The extremely conscientious staff team effectively implement the nursery's clear intentions and targeted curriculum. Each child's key person diligently monitors their progress and effectively supports any developmental delays. This leads to unique targeted support, such as highly effective small group sessions to build children's listening, attention, language and social skills.
- The nursery embraces diversity. They have commendably gained an award for their work in respecting children's rights. Staff provide rich and varied experiences to broaden children's knowledge, such as a week full of exciting experiences focused on Chinese New Year. Children who speak English as an additional language swiftly become confident communicators. Staff's excellent knowledge of children's home languages significantly enhances children's

understanding and use of English.

- Staff place high importance on developing children's literacy skills. Families can borrow books from the nursery's lending library. There are cosy book areas for all age groups. Babies snuggle in for a story, their understanding and speech led excellently through the responsive interactions from staff. Older children create their own stories from their drawings in innovative groups sessions, developing their story telling, confidence and imaginations superbly.
- Babies and children develop impressive independence skills for their age. Older babies toddle off to get themselves a tissue. Toddlers serve themselves food at mealtimes, pour their drinks and sip carefully from an open cup. Staff are close by to support and praise them. Older children manage much of their self-care themselves and show a very good sense of responsibility as they clear away after their meals and sweep up after activities.
- Partnership working is a central feature of the nursery's practice. Parents appreciate the wealth of information that staff share with them to help them support their children's development at home and in readiness for school. The managers give the upmost priority to working with other professionals, to implement timely interventions to enable children with special educational needs and/or disabilities (SEND) to achieve their potential.
- Children have superb opportunities to develop healthy lifestyles. Outdoor areas offer children rich exciting areas to explore, to build their physical skills and strength. The nursery's full-time cook provides nutritious meals. She ensures children's dietary requirements are strictly adhered to. She also leads interesting and very useful cooking activities and older children have great fun making wholemeal bread.
- The manager leads regular in-depth supervision and monitoring of staff practice. Her dedication is evident in continuing to develop her team through an extensive programme of training and support. Staff well-being is of utmost priority. Innovative calming areas for staff, thoughtful events and special 'stars' to praise staff for their wonderful work all contribute to high staff morale.

Safeguarding

The arrangements for safeguarding are effective.

The manager implements stringent recruitment and vetting procedures to ensure staff's suitability to work with children. She ensures new staff complete a thorough induction and training programme to enable them to understand their role and responsibilities. The manager and staff have an excellent understanding of how to promote children's welfare and protect them from harm. They know the correct procedures to follow if they need to report a concern about a child or adult. The manager who is the designated safeguarding lead links closely with her team, ensuring they are vigilant to any indications that children and families may need support for their well-being or welfare. The manager is ready to act quickly, liaising with professionals when needed, to help safeguard children.

Setting details

Unique reference number	2610946
Local authority	South Gloucestershire
Inspection number	10262931
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	185
Number of children on roll	151
Name of registered person	Snapdragons Nurseries Limited
Registered person unique reference number	RP904902
Telephone number	01174270010
Date of previous inspection	Not applicable

Information about this early years setting

Snapdragons Cribbs Causeway registered in 2020 and is in Patchway, Bristol. It operates from 8am to 6pm, Monday to Friday, all year round. There are 31 full time members of staff who work with the children. Of these 5 hold qualified teacher status or are early years teachers, and 13 hold appropriate qualifications ranging from level 2 to 6. There are also currently 11 apprentices working towards qualifications. The nursery provides funded places for children aged two, three and four years.

Information about this inspection

Inspectors

Rachel Howell
Rosie Roberts

Inspection activities

- This was the first routine inspection of the setting since the COVID-19 pandemic began. The inspectors discussed the impact of the pandemic with the provider and has taken that into account in their evaluation of the provision.
- The inspectors viewed all areas and discussed with the manager how these areas are used.
- The deputy manager and the lead inspector evaluated the effectiveness of an activity together.
- The inspectors observed the children and staff and spoke with them at appropriate times during the inspection.
- A meeting was held with the SEND coordinator to discuss the support for children with SEND that attend the provision.
- Parents shared their views of the provision with the inspectors.
- Meetings and discussions were held with the manager and members of the parent company's senior leadership team.
- Relevant documentation was reviewed by the inspectors including suitability checks and paediatric first-aid qualifications.
- The manager discussed their safety and child protection procedures and safeguarding discussions were undertaken with members of the staff team.

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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