

Inspection of Wetherby House Montessori Ltd

Cornerways, Green Lane, NORTHWOOD, Middlesex HA6 2UT

Inspection date: 11 January 2024

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|------------------------------|-------------|
| Overall effectiveness | Good |
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The quality of education

Good

Behaviour and attitudes

Good

Personal development

Good

Leadership and management

Good

Overall effectiveness at previous
inspection

Requires improvement

What is it like to attend this early years setting?

The provision is good

Leaders and staff know the importance of developing children's early language skills. Staff take their time to listen to children to ensure they can respond appropriately. For example, babies use babbling sounds to share which song they would like next. Staff model the correct pronunciation to confirm their song choice and then encourage babies to join in as they sing together. This helps children to develop their confidence in communicating with others. Staff work closely with parents and external professionals to support all children, particularly children with special educational needs and/or disabilities (SEND). For example, they have regular conversations as a multi-agency team on what the child is doing well and how they can support them to develop further. This supports all children to make the best possible progress.

Children are happy and behave well. The environment is safe and inviting to children, and staff use children's interests to prompt curiosity. They teach children how to work together in play, which helps them to build on their social and problem-solving skills. For example, in the garden, children collect water to help their friends to water herbs and vegetables. Staff help children to recognise how they are feeling by discussing what experiences make them feel happy or sad. This has a positive impact on their personal, social and emotional development.

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

- All children have a key person to support their individual needs. Additionally, all staff are aware of children's learning and development progress. This enables staff to work as a team to identify and reduce any gaps in children's learning.
- Across the nursery, staff promote children's language and communication skills. They use songs, books and regular conversations to build on children's vocabulary, and when introducing new words, staff explain their meaning. For example, pre-school children learn the meaning of words such as 'author' and 'illustrator'. Staff support their understanding by giving children the opportunity to create their own story. This helps children to become confident talkers.
- Staff promote early mathematical development. For example, as children pour their drinks and serve their food at mealtimes, staff talk about whether cups are 'full' or 'empty' and how many vegetables they have on their plate. Through planned activities, staff model mathematical language to support children's understanding further. This helps children to make progress in their mathematical development.
- Children plant and grow herbs and vegetables in the garden while talking with staff about what they are doing. At mealtimes, staff continue conversations with children about food and where it comes from. Staff encourage children to drink water and eat their fruit and vegetables. However, they do not explain to

children the importance of these healthy choices to their health and well-being.

- Staff model respectful behaviour. They communicate with colleagues and children to provide individual support in routines. For example, staff consider babies' interests when changing their nappies to ensure that learning is not interrupted.
- Staff have high expectations for children's behaviour. In play, staff remind them of the boundaries and expectations, and children listen and respond positively. However, children do not have a full understanding as to why behaviour rules are in place or how their behaviour impacts on others as staff do not give an explanation.
- New leaders and staff have developed close working relationships with parents. They share photos and information about children's learning and development through an online app, as well as providing daily feedback. Parents say that they are happy with the changes made since the last inspection and feel their voices are heard. This helps all children, including those with SEND, to make the best possible progress across the seven areas of learning and development.
- Staff feel supported personally and professionally. New staff complete their induction, which includes familiarisation with the nursery's policies and procedures, especially in how to safeguard children. Staff access ongoing regular training and have individual meetings with the manager, which helps them to review any training needs. This helps to maintain consistency in care and learning across the nursery.

Safeguarding

The arrangements for safeguarding are effective.

There is an open and positive culture around safeguarding that puts children's interests first.

What does the setting need to do to improve?

To further improve the quality of the early years provision, the provider should:

- strengthen the curriculum to develop children's understanding of the benefits of healthy choices to fully promote healthy lifestyles
- develop staff practice to help children to understand why boundaries are in place and how their behaviour may impact on others.

Setting details

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|----------------------------------------------------|-----------------------------------------------------|
| Unique reference number | EY545461 |
| Local authority | Hillingdon |
| Inspection number | 10277481 |
| Type of provision | Childcare on non-domestic premises |
| Registers | Early Years Register, Compulsory Childcare Register |
| Day care type | Full day care |
| Age range of children at time of inspection | 0 to 4 |
| Total number of places | 70 |
| Number of children on roll | 38 |
| Name of registered person | Wetherby House Montessori Limited |
| Registered person unique reference number | RP910180 |
| Telephone number | 01923841368 |
| Date of previous inspection | 17 January 2023 |

Information about this early years setting

Wetherby House Montessori Ltd re-registered in 2017 and is located in Northwood, Middlesex. The nursery is open Monday to Friday, from 8am to 6pm, and it is closed over the last two weeks of August and over Christmas. The provider receives funding to offer free early education for children aged three and four years. There are 14 members of staff, of whom 12 hold appropriate qualifications. The nursery follows the Montessori educational philosophy.

Information about this inspection

Inspector

Tina Twynham

Inspection activities

- The inspector discussed any continued impact of the pandemic with the provider and has taken that into account in their evaluation of the provider.
- The manager joined the inspector on a learning walk and talked to the inspector about their curriculum and what they want their children to learn.
- Children spoke 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 spoke with the registered individual and manager about the leadership and management of the nursery.
- 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 manager and the inspector carried out a joint observation during mealtime.
- The inspector spoke to several parents during the inspection and took account of their views.

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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