

Inspection of Lime Grove Day Nursery

Park Road, Boxmoor, Hemel Hempstead, Hertfordshire HP1 1JT

Inspection date: 27 September 2024

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

Throughout their time at this nursery, children remain deeply engaged in a wealth of wonderful learning opportunities. Leaders and staff seize every opportunity to build on children's current interests during the day. For example, pre-school children choose to write party invitations to their friends. Staff are swift to extend their learning further. They encourage children to make their own modelling dough, so they can create and decorate cakes for their party.

Leaders and staff work hard to establish a highly effective key-person system. This enables children to form exceptionally close bonds with staff, who demonstrate a deep understanding of their individual needs. For example, babies settle swiftly for naps during the day. This is because nurturing staff make every effort to mirror babies' routines from home. Children with special educational needs and/or disabilities benefit from highly experienced and knowledgeable support. Staff demonstrate a deep understanding of children's specific needs. They adapt the environment where appropriate and provide precise care and teaching. This supports all children to make excellent progress from their starting points.

Children of all ages form close friendships and are highly respectful of one another. Babies squeal with excitement when their friends approach to play. Older children are polite and kind to one another and adults. They share resources and cooperate well in play. Staff reinforce these behaviours well by making excellent use of group sessions to recall the nursery rules.

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

- Partnerships with parents are of an exceptionally high standard. Parents comment on how well informed they are about children's progress and the time they spend in the nursery. They praise leaders and staff for the wonderful relationships they form with children and the immense support they offer families. For example, each room at the nursery provides targeted support regarding appropriate topics, such as oral hygiene and co-sleeping.
- Inspirational leaders and managers are passionate about their role in supporting staff development. Staff benefit from highly effective training programmes. These support staff in delivering exceptional care and teaching to all children. Staff well-being is of the utmost importance to leaders. The provider offers support around mental well-being and has extensive reward and recognition schemes in place. As a result, morale is high, and staff feel valued.
- Exceptionally strong and flexible transition and induction processes allow children to settle swiftly in their new environments. Staff gather detailed information from parents to ensure that they have a deep knowledge of children prior to starting. Staff in the baby room skilfully mirror sleeping and feeding

routines from home. Older children spend increasing amounts of time in their new rooms with their attentive key staff. This supports children to thrive in their new environments and make excellent progress.

- Staff support children's communication skills superbly across all areas of the nursery. Babies are fascinated by puppets, and they delight at mimicking the animal noises staff make with them. Throughout the day, staff demonstrate simple sign language, which babies respond well to. Staff in the toddler rooms consistently develop children's language skills by encouraging them to extend their vocabulary during play. Pre-school children relish discussing their ideas and interests during well-constructed group sessions. As a result of this consistent approach, children of all ages are confident communicators.
- Leaders reflect exceptionally well on all aspects of the nursery and on the care children receive. They thoroughly evaluate feedback from parents and staff and make well-considered changes to practice. These adaptations are continually monitored to ensure their ongoing effectiveness. For example, recent changes to mealtime routines allow children to fully explore activities and develop their knowledge without interruption.
- Staff sequence children's learning incredibly well. They use children's past experiences to build on what they know and facilitate what they wish to explore further. For example, children in the pre-school room have drawn their own pictures of rockets. Staff support them to recreate their rockets in a woodwork activity. Children refer to their pictures during the activity, before proudly showing off their wonderful efforts.
- Children enjoy outstanding opportunities to engage with their local community. Along with staff, children attend gymnastics sessions at the local sports centre and visit the local library. Children and staff join in local litter-picking events, where they learn about the environment and how they can help protect it. They transfer this knowledge to their nursery, where, along with the nursery mascot, 'Harry Hippo', they develop recycling strategies.

Safeguarding

The arrangements for safeguarding are effective.

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

Setting details

Unique reference number	129362
Local authority	Hertfordshire
Inspection number	10354839
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	102
Number of children on roll	137
Name of registered person	Childbase Partnership Limited
Registered person unique reference number	RP900830
Telephone number	01442 236506
Date of previous inspection	8 November 2018

Information about this early years setting

Lime Grove Day Nursery registered in 1991. The nursery employs 49 members of childcare staff. Of these, 27 hold appropriate early years qualifications at level 2 or above, including three staff who are qualified to degree level. The nursery opens from Monday to Friday, all year round. Sessions are from 7.30am to 6.30pm. The nursery provides funded care and early education for children aged from nine months up to four years.

Information about this inspection

Inspector

Antonia Campbell

Inspection activities

- The inspector took account of the views of parents by speaking to several of them during the inspection and reviewing feedback letters.
- The inspector looked at relevant documents, including evidence of the suitability of all staff.
- The inspector observed the interactions between the staff and the children during activities.
- The inspector observed the quality of teaching to assess the impact on children's learning.
- The inspector and the leaders completed a joint observation of an activity to assess the quality of teaching.
- The inspector held discussions with the staff about the monitoring of learning and development in the setting, and she tracked the progress of several children.

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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