

Phoenix Education Day Nursery



H.E Services, Whitewall Road, Medway City Estate, Rochester, Kent, ME2 4DZ

Inspection date	4 May 2017
Previous inspection date	30 April 2015

The quality and standards of the early years provision	This inspection:	Outstanding	1
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Outstanding	1
Quality of teaching, learning and assessment		Outstanding	1
Personal development, behaviour and welfare		Outstanding	1
Outcomes for children		Outstanding	1

Summary of key findings for parents

This provision is outstanding

- The management team lead a highly skilled and enthusiastic staff team. Their extremely high expectations and their drive to maintain and improve practice is continual. They work exceptionally hard to gather views of parents and visitors to the nursery to inform their evaluations of practice and implement and review changes.
- Staff are exceptionally caring and sensitive. A highly effective settling-in process helps even the youngest children to develop extremely strong attachments from the start. This continues throughout the age groups and enables children to develop very high levels of self-confidence which supports the next stage in their development.
- Children with additional needs are exceptionally well supported. The special educational needs coordinator is extremely motivated, knowledgeable and supportive. She works tirelessly with the other staff to recognise any gaps in development and ensure that all children are given every opportunity to progress and fulfil their own potential.
- Staff carry out precise and accurate observations of children. They link these to observations and assessments from parents and other professionals. Staff establish and monitor children's achievements and development exceptionally well. They provide an abundance of challenging, purposeful activities and experiences.

What the setting needs to do to improve further

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

- build on the already extremely high levels of support given to trainees to extend their skills even further.

Inspection activities

- The inspector observed interactions between staff and children with all age groups in the inside and outside environments.
- The inspector viewed a range of documentation, including policies and children's developmental records.
- The inspector met with the special educational needs coordinator to discuss individual children's progression.
- The inspector carried out a joint observation with the special educational needs coordinator.
- The inspector spoke to parents' to gain their views of aspects of the nursery practice.

Inspector

Amanda Vidler

Inspection findings

Effectiveness of the leadership and management is outstanding

The welfare of children is at the heart of the policies and practices. Safeguarding is effective. All staff are fully aware of and vigilant in recognising any concerns, such as a change in a child's behaviour. Procedures to record and report concerns are extremely clear and understood by all staff. The management team work exceptionally well to help support staff progression. For example, they hold one-to-one sessions to ensure all staff are knowledgeable about the newly introduced systems of assessment. The managers are planning to increase their support for trainees to ensure that they are further supported to grow in confidence and develop aspects of their practice. Partnerships with parents and other professionals are highly impressive. For example, a lending library provides families with resources to support children through different life events, such as a new baby being born.

Quality of teaching, learning and assessment is outstanding

Staff are highly skilled at responding to children's interests and tailoring their interactions to nurture their learning and development. For example, the use of exceptionally well-considered questions enhances children's curiosity in a spider. This enables children to use their skills and knowledge to explore and investigate other insects and their habitats. Children enjoy listening to each other's ideas to further develop their interest. Staff skilfully enrich younger children's experiences. For example, staff's enthusiasm motivates children to join in a simple ball game. They benefit from the endless encouragement and develop simple skills, such as following instructions to roll the ball to their friends.

Personal development, behaviour and welfare are outstanding

Children are learning to be highly effective in managing their own behaviour and different situations. For example, children welcome and accept the support of other children to calm a sharing situation. They offer each other objects so that they can play together. Children are exceptionally well supported in developing an outstanding understanding of their role in maintaining their own self-care and safety. For example, staff involve children in innovative role-play activities, including wheeled ride on toys and dressing up clothes, to help them develop an excellent understanding of road safety.

Outcomes for children are outstanding

Children flourish, they develop rapidly from their starting points and meet individualised targets for progression. They are extremely motivated learners who enjoy practising life skills which support their next stages in learning. For example, children spend a long time using knives to cut up healthy fruit as part of a role-play activity. This helps support their independence and enables them to successfully use knives and forks at meal times.

Setting details

Unique reference number	EY411978
Local authority	Medway Towns
Inspection number	1094390
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Age range of children	0 - 4
Total number of places	75
Number of children on roll	164
Name of registered person	Phoenix Education Day Nursery Ltd
Registered person unique reference number	RP529867
Date of previous inspection	30 April 2015
Telephone number	01634 717151

Phoenix Education Day Nursery registered in 2010 and is situated in Rochester, Kent. The nursery is open each weekday, from 7.30am to 6pm for 51 weeks of the year. The nursery also operates a holiday club. There are 31 staff, of whom one holds early years teacher status and another holds qualified teacher status. There are 18 other staff who hold relevant early years qualifications at level 3 or above, including the two managers. The nursery is in receipt of funding for the provision of free early years education for children aged two, three, and four years.

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