

Inspection of Bright Horizons Farnham Day Nursery And Preschool

1 Wilkinson Way, Monkton Lane, Farnham GU9 9FA

Inspection date:

5 November 2019

Overall effectiveness

Outstanding

The quality of education

Outstanding

Behaviour and attitudes

Outstanding

Personal development

Outstanding

Leadership and management

Outstanding

Overall effectiveness at previous inspection

Requires improvement

What is it like to attend this early years setting?

The provision is outstanding

The exceedingly passionate and highly driven manager and her management team successfully create an atmosphere that celebrates each child as an individual. The manager and staff form an incredibly nurturing and enthusiastic team. Staff ensure they understand the unique needs of each child. As a result, children feel extremely safe and secure in the setting and cannot wait to get inside when they arrive. Staff establish exceptionally positive partnerships with parents when children begin at nursery.

Staff help children to exceed expectations for their age. For example, they cleverly support toddlers to recognise the initial sounds of their names, developing early literacy skills. Staff establish exceptional partnerships with other professionals, such as speech and language therapists and local advisers. This helps them to support children with special educational needs and/or disabilities superbly. Children undertake targeted learning programmes to ensure any gaps in learning are swiftly reduced.

Children demonstrate a huge desire to explore and learn. They approach their play with extremely high levels of determination and confidence. For example, younger children use their senses, through playing with cold tea bags, cups and teapots. Staff encourage children to talk about their feelings and this helps them to understand the impact their behaviour choices can have on others.

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

- Staff meticulously plan learning experiences for individual children, considering how to build on children's prior knowledge in each area of learning. For instance, they provide stimulating, hands-on activities that link learning inside and outside. They encourage children to investigate plants and how they grow, planting bulbs and creating plants from brown dough and plastic flowers. Children delight in manipulating the dough into pots before they stick in flowers. Children explore making dough from flour and water. They confidently communicate their thoughts and ideas during the activity.
- Children are confident and fluent users of language. Staff support language development with exceptional skill. They ensure that all interactions are of a high quality, modelling language with precision. Where children's language skills are lower than expected, staff take highly effective action to close gaps in progress. They make sure that children can communicate with high levels of confidence.
- The highly impressive management team uses funding and resources to provide an abundant array of experiences to help prepare all children, including the most disadvantaged, for their future successes. For example, the management team

brings the nursery community together and provides memorable experiences, such as a Halloween parties, weekly yoga classes and visits to the local care home. This brings families together and helps staff to promote skills including risk taking and respecting and appreciating others.

- Staff benefit from excellent support to build on their already exemplary practice. They feel wonderfully supported by managers, who give them regular praise and suggestions for improvement. Managers ensure that staff receive meaningful training opportunities that they use to further improve their practice. Managers strongly value their staff team. They successfully ensure that staff have manageable workloads to enable them to feel continually happy and motivated in their roles.
- Children thrive in the setting. They become independent and confident. For example, in the baby room, they explore their sense of touch and are very content to sit with an adult while being stroked by tissue paper feathers. Older children help each other eagerly. They work together as a team to follow the rules and to make sure everyone is equally involved. They learn to care for each other and develop excellent social skills. For example, children work collaboratively to create enormous junk model rockets, following on from bonfire night. Children model carrying scissors safely and talk confidently about their ideas.
- Staff organise the environment extremely well so that children have ample opportunities to play with a wide range of toys and resources, and also benefit from rigorous behaviour management strategies. Children choose what they would like to do next, for example using the computer, playing with light pebbles or building models. They engage well and show exceptional concentration. Staff promote equality and provide an inclusive environment for children.

Safeguarding

The arrangements for safeguarding are effective.

The management team ensures that staff keep their safeguarding knowledge up to date. For instance, staff complete training, discuss safeguarding issues in staff meetings and complete regular quizzes on how to keep children safe. Staff demonstrate an excellent understanding of the signs that may indicate that a child's welfare is at risk and know precisely how to act if they have a concern. Managers follow robust recruitment procedures to help ensure that staff are suitable for their role. They continue to monitor staff's ongoing suitability rigidly in order to ensure children's ongoing safety.

Setting details

Unique reference number	EY548045
Local authority	Surrey
Inspection number	10084525
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	0 to 4
Total number of places	90
Number of children on roll	107
Name of registered person	Bright Horizons Family Solutions Limited
Registered person unique reference number	RP901358
Telephone number	01252 917078
Date of previous inspection	5 November 2018

Information about this early years setting

Bright Horizons Farnham Day Nursery and Preschool registered in 2017. It is open from 7.30am to 6.30pm throughout the year. The nursery is in receipt of funding for the provision of free early education to children aged two, three and four years. The nursery employs 37 staff who work with the children and a team of onsite domestic staff. There are 23 staff who hold appropriate qualifications at level 3 or above. Four staff are qualified at level 6 and one holds early years teacher status.

Information about this inspection

Inspector

Amanda Harrison

Inspection activities

- The inspector and the manager completed a learning walk to understand how the early years provision and curriculum are organised. The manager discussed her aims and ethos with the inspector.
- The manager and the inspector carried out a joint observation.
- The inspector viewed a sample of children's records, documents and policies. This included evidence about staff's suitability, first-aid training and qualifications.
- The inspector took into account the views and opinions of parents, children and staff.
- There were opportunities to observe a range of activities, both inside the setting and outside, during which the inspector discussed children's progress with their key person.

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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