

Bright Horizons at RAF Northolt



Royal Air Force, Northolt Airfield, West End Road, Ruislip, Middlesex, HA4 6NG

Inspection date	7 December 2016
Previous inspection date	3 October 2013

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

- Leadership is exemplary. The management team of the nursery is highly dynamic and skilful. It provides exceptionally high-quality childcare through the highly effective deployment of the well-trained staff.
- Children of all ages are extremely motivated to learn in this bright resourceful environment. They enthusiastically move between the exciting indoor and outdoor learning environments that capture and sustain children's interest.
- Children's progress is expertly monitored by their dedicated key persons. Children excel in their learning, making excellent progress from their starting points.
- Children form extremely close bonds with the staff in their rooms. They enter the nursery confidently and are greeted by warm and welcoming gestures from all staff. Children show great kindness towards each other. They form small friendship groups and regularly ask other children to join them in a game.
- Partnerships with parents are exemplary. Parents speak extremely highly of the nursery, the manager and her team of expert staff. Parents share their views on the way in which the nursery has comprehensively supported their children's development.
- All children are superbly supported in their learning, development and their well-being needs. Staff work extremely well to support all children, especially those who have any emerging learning and development needs.

What the setting needs to do to improve further

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

- enhance further younger children's opportunities to make independent choices.

Inspection activities

- The inspector observed the quality of teaching during activities indoors and outdoors and assessed the impact this had on children's development.
- The inspector completed a joint observation with the manager.
- The inspector held a discussion with the manager and looked at relevant documentation, such as the nursery's self-evaluation and evidence of the suitability checks of the staff working in the nursery.
- The inspector took account of the views of parents during the inspection and through written comments within children's records.
- The inspector interviewed room leaders and other members of staff.

Inspector

Claire Meyer

Inspection findings

Effectiveness of the leadership and management is outstanding

Arrangements for safeguarding are effective. Staff are extremely skilled at recognising the signs and symptoms that may indicate that a child's welfare is at risk. They follow the nursery's rigorous child protection procedures to ensure that every child's well-being is paramount. Leaders implement rigorous policies to ensure the safety of children and staff. Highly effective supervision and coaching expertly enhance staff's professional development. The nursery manager acts as an exemplary role model for her team of well-qualified and dedicated childcare professionals. Effective monitoring of children's progress enables the management team to identify any gaps in children's learning and to put in place appropriate help for any child who needs to catch up.

Quality of teaching, learning and assessment is outstanding

Opportunities for children's learning are extensive. Children enthusiastically guide their own play and learning using the range of resources available to them. They actively communicate and explore mathematical learning and mark making. Staff skilfully weave these specific areas of learning into children's areas of interest; for example, by using children's love of cars to encourage them to 'drive' to different pretend locations. Staff skilfully support and challenge children to ask purposeful questions and to extend their language and thinking skills. However, leaders recognise that they could do even more to encourage children's greater levels of independence at times. Children like suggesting improvements. For example, having a larger area for construction play.

Personal development, behaviour and welfare are outstanding

Children are extremely comfortable in the nursery. Their self-esteem and confidence are expertly developed, for example, by staff who consistently offer children praise and encouragement. Children are highly respectful of each other and of the adults caring for them. For example, they know not to interrupt a conversation between other people; they say 'excuse me' and wait until there is a gap in the discussion. Older children are extremely knowledgeable about the countries they and their friends come from. They enjoy looking at the globe and maps displayed in the communal areas of the nursery. Children have extensive opportunities to develop their physical skills. For example, they negotiate many challenging obstacles in the climbing area and in the garden.

Outcomes for children are outstanding

Children are extremely well prepared for their next stage of learning, including entering school. Many children can write their names and some read simple sentences. All children develop excellent personal care skills from an early age. For example, they proficiently prepare themselves for playing outdoors by choosing appropriate clothing.

Setting details

Unique reference number	EY422030
Local authority	Hillingdon
Inspection number	1062431
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 - 5
Total number of places	74
Number of children on roll	89
Name of registered person	Bright Horizons Family Solutions Limited
Registered person unique reference number	RP901358
Date of previous inspection	3 October 2013
Telephone number	0208 833 8271

Bright Horizons at RAF Northolt is run by Bright Horizons Family Solutions Limited and was registered in 2010. The nursery employs 32 staff; of these, 22 members of staff hold appropriate early years qualifications. One member of staff holds qualified teacher status, the nursery manager has a degree in early years, and two other members of the team have early years practitioner status. The nursery is open from 7.30am to 6pm for 51 weeks of the year. The nursery provides funded early education for children aged two, three and four years and provides care for children who have special educational needs and/or disabilities.

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