

Bright Horizons Epsom Day Nursery and Preschool



St John Chandler Hall, Church Road, Epsom KT17 4AB

Inspection date	17 June 2019
Previous inspection date	3 October 2017

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

Summary of key findings for parents

This provision is good

- The new manager has made good changes since taking over this role. She is reflective and proactive in setting high expectations for all areas of the nursery and for the staff team.
- Children are happy and secure. They have strong bonds with staff members, who are caring and attentive. The key-person system is effective in helping children to develop high levels of emotional security.
- Self-evaluation is used well. The team has ambitious plans that are underway for renovating the nursery, to provide even more stimulating and exciting learning areas for children.
- Children are progressing well. The manager tracks and monitors the progress of all children to help her to swiftly identify potential gaps in their learning and provide additional support if required.
- Partnerships with parents are strong. They feel there is now a well-established staff team who work very well together. Parents comment on how confident and personalised the care is that their children receive. Parents feel valued and respected in their contributions towards their children's future learning and in expressing their comments and views.
- Not all staff are as skilled to be responsive to the emerging needs and interests of children to build further on their learning.
- The outdoor environments do not provide children with as many purposeful play and learning opportunities as their indoor experiences.

What the setting needs to do to improve further

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

- support staff to respond quickly to opportunities that arise in children's play, to extend and maximise their learning
- review the organisation and learning provision outdoors to help children to have more purposeful play opportunities.

Inspection activities

- The inspector toured the areas of the day nursery and discussed the process of evaluation with the manager and the current areas identified for improvement.
- The inspector observed the teaching and learning indoors and outdoors, and the impact this has on the development of the children. The inspector spoke directly to parents and took their views and written comments into consideration.
- The inspector entered into discussions with staff and the children at appropriate times. The inspector also spoke to staff about their knowledge of safeguarding and the procedures in place for reporting any concerns.
- The inspector completed a joint observation with the manager and held a leadership meeting with the manager and senior managers.
- The inspector sampled a range of documentation, including suitability checks, children's developmental records, recruitment files, staff supervisions and professional development plans.

Inspector

Gwen Andrews

Inspection findings

Effectiveness of leadership and management is good

The manager values and respects each member of the team and the strengths they all contribute to the overall quality of the day nursery. Staff receive targeted supervision and coaching to help them to continuously raise their own practice to higher levels. Professional development opportunities are precisely planned. Recent training has helped staff to focus more on musical activities and opportunities to build on children's learning further. Safeguarding is effective. Staff are vigilant in protecting the children in their care. They are confident in how they would identify signs and symptoms of abuse and the procedures they would use to report any concerns for a child's welfare. Risk assessments and recruitment procedures are robust. These are adapted to ensure that children have safe and secure environments to learn and play. Current plans and risks for the renovations of the nursery have been identified and planned to the highest possible standards.

Quality of teaching, learning and assessment is good

Staff know the children well. They use their regular observations to follow their interests and likes. Staff support children to become independent from the earliest stages. For instance, babies start to learn to feed themselves and older children serve their own food and drinks at mealtimes. Staff help children to develop their increasing communication, language and early literacy skills. For example, they repeat and introduce simple words and sounds for babies through stories they read and older children excitedly make up songs and recognise letters in their own names in circle time. Children enjoying mixing colours as they join in group painting activities and play with shapes to build on their mathematical skills.

Personal development, behaviour and welfare are good

Children behave well. Staff are good role models who help children to learn about their expectations for behaviour. Children are patient and kind and are learning about playing well and recognising the needs of others. Staff praise children for their efforts and this helps them to build on their self-esteem and to form a strong sense of belonging. Children benefit from freshly prepared nutritious meals and regular fresh air to help them to grow strong and healthy. They are starting to express their own preferences and to take care of themselves. Children show an early awareness of managing risk in their play as they negotiate steps and walk along narrow stepping stones.

Outcomes for children are good

Children are enthralled and happy learners. They enjoy sensory experiences as they play with water and sand to explore different textures and feelings. Children have opportunities to learn about the wider world around them and the many languages and cultures that exist. For instance, the diversity of the staff team and children helps them to learn and speak simple words and phrases. Children are supported well to develop the skills they require for the next stages in their future learning and their move on to school.

Setting details

Unique reference number	EY493798
Local authority	Surrey
Inspection number	10112357
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	1 - 4
Total number of places	70
Number of children on roll	34
Name of registered person	Bright Horizons Family Solutions Limited
Registered person unique reference number	RP901358
Date of previous inspection	3 October 2017
Telephone number	01372743474

Bright Horizons Epsom Day Nursery and Preschool registered in 2015. The nursery employs 10 members of staff who work directly with the children. Of these, one staff member holds qualified teacher status, one holds a level 6 early years qualification, one holds a level 5 early years qualification and three hold level 3 early years qualifications. The nursery also regularly employs temporary staff. The nursery opens each weekday from 8am to 6pm for 50 weeks of the year.

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