

# Phoenix Day Nursery

Merrymeade Coach House & Cottages,, Merrymeade Chase, BRENTWOOD, Essex,  
CM15 9BG



## Inspection date

Previous inspection date

16 February 2016

7 September 2011

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Outstanding</b>	<b>1</b>
	Previous inspection:	Outstanding	1
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 shows a strong focus and passionate drive to provide excellent care and inspirational learning for children. Staff are highly motivated and work exceptionally well together, creating a secure, safe and inspiring learning environment for children.
- Partnerships with parents are exceptional and are a particular strength at the setting. Management and staff highly value parents as partners and place the highest priority on working in true partnership with all parents.
- Staff are skilful in their interactions with children, especially babies, and use highly effective methods of teaching. As a result, children flourish and make excellent progress in their learning and development according to their starting points and capabilities.
- Staff provide a rich, vibrant learning environment where children are highly stimulated. Staff have an excellent understanding of how children learn and deliver varied and imaginative play experiences for them, especially outdoors.
- All staff are highly skilled and sensitive in helping children to form secure emotional attachments. This provides an exceptionally strong base for children's developing independence and exploration.
- Children with disabilities and those with special educational needs are supported extremely well. Staff meet with parents and take advice from other professionals to ensure that all children's individual needs are met.

## What the setting needs to do to improve further

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

- continue to implement the excellent tracking system, using it to its full potential and review the impact of this on extending parents' involvement in the process.

### Inspection activities

- The inspectors observed activities both indoors and in the outside play areas and talked to the staff and children at appropriate times.
- The inspectors carried out joint observations with the deputy manager and a senior member of staff and held a meeting with the provider and manager.
- The inspectors looked at children's assessment records, planning documents and a range of other documents, including the safeguarding procedure.
- The inspectors checked evidence of the suitability and qualifications of staff working with children.
- The inspectors took account of the views of parents and of the nursery's self-evaluation form.

### Inspector

Jill Hardaker and Clair Stockings

## Inspection findings

### **Effectiveness of the leadership and management is outstanding**

The arrangements for safeguarding are effective. Staff's skilful implementation of safeguarding procedures ensures that all children are protected from harm. Staff are vigilant in managing safety and the security of the environment and resources. Robust recruitment ensures all people working with children are suitable to do so. Excellent programmes for staff supervision help to ensure that the quality of teaching at the nursery is exceptionally high. The extremely well-qualified staff team is supported by a highly effective programme of training and mentoring. The impact of training is highly evident in staff's practice. For example, all staff in the baby cottage have reviewed the way they communicate with babies. They now give babies more time to respond and this greatly promotes their communication and language skills. The managers reflect on the views of children, parents and staff, and implement highly effective changes to help children have the best start in their education.

### **Quality of teaching, learning and assessment is outstanding**

Staff successfully support and promote children's development and have high expectations of what children can accomplish. They consistently encourage and take account of parents' views about their children's abilities and achievements, as they skilfully identify and plan for children's next steps for learning. All children are eager to investigate the many high-quality experiences on offer both in and outdoors. The enthusiastic staff ensure these activities very effectively help to promote their all-round development. Babies are confident to explore the exciting range of sensory resources in the creative room. They enjoy making marks with chunky chinks, rolling toy cars through paint and digging in the sand. Toddlers enjoy listening and joining in with stories. Staff plan these times extremely well and use props to help children engage and begin to understand the sequence of stories. Older children have many opportunities to write and draw with a purpose. Outdoors, they draw plans and write orders as they play in the inspiring construction area.

### **Personal development, behaviour and welfare are outstanding**

Children are developing excellent attitudes to learning and are extremely confident and self-assured. Staff place an exceptionally high emphasis on promoting children's emotional well-being and are skilled in supporting children during settling-in times. Children's physical development is extremely well promoted through daily activities. For example, children have outdoor play and make regular visits to the nursery's Forest School area. Older children are extremely confident and proficient in their own self-care. Staff have an excellent understanding of how the environment has an impact on children's learning. They adapt and change the planning, resources and the layout of the rooms to promote children's learning to an exceptionally high level.

### **Outcomes for children are outstanding**

Children make consistently high rates of progress in relation to their starting points and are extremely well prepared for the next stage of their education. Children are highly motivated and very eager to join in, demonstrating enthusiasm and enquiring minds as they become confident and self-assured.

## Setting details

<b>Unique reference number</b>	403445
<b>Local authority</b>	Essex
<b>Inspection number</b>	847907
<b>Type of provision</b>	Full-time provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Age range of children</b>	0 - 11
<b>Total number of places</b>	130
<b>Number of children on roll</b>	218
<b>Name of provider</b>	Phoenix Day Nursery Ltd.
<b>Date of previous inspection</b>	7 September 2011
<b>Telephone number</b>	01277 260 893

Phoenix Day Nursery was registered in 2001. The nursery employs 54 members of childcare staff. Of these, 43 hold appropriate early years qualifications at level 3 and above. The nursery opens from Monday to Friday, all year round. Sessions are from 7.45am until 5.45pm. The nursery provides funded early education for two-, three- and four-year-old children. The nursery supports disabled children and children with special educational needs.

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