

# Fairfield Day Nursery Limited

The Fairfield Centre, Carnforth Drive, WORCESTER, WR4 9HG



<b>Inspection date</b>	1 November 2016
Previous inspection date	24 May 2013

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Outstanding</b>	<b>1</b>
	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 provider, the senior managers and staff are extremely passionate about their work with children and families. They thoroughly monitor and evaluate all aspects of the nursery's provision, taking account of parents' and children's views. Their astute planning for improvement and use of additional funding ensure children and families consistently access an exceptional, all-inclusive service.
- Staff are highly qualified, extremely knowledgeable and teaching is outstanding due to thorough staff recruitment, performance and training procedures. Senior staff gain management qualifications. Excellent use is made of staff's specialist knowledge and expertise in safeguarding, special educational needs and disabilities, behaviour management, data analysis and health and safety.
- Excellent relationships with parents ensure children's interests, abilities and needs are understood and expertly met. Parents highlight how well their children settle and develop. They feel fully informed about their children's routines, activities and progress and welcome staff's innovative ideas for activities to follow up at home.
- Senior managers' and staff's comprehensive checking of children's progress and astute analysis and innovative use of data enable them to precisely plan for their needs. They also promptly identify and tackle children's underachievement, any variations in their rates of progress and any gaps in the educational programme.
- Children settle quickly and thoroughly enjoy being at the nursery. They feel valued and secure as kind, attentive staff help them to make choices, discuss what they like doing and safely express their feelings. Children develop a sense of pride and achievement and want to do well because staff skilfully praise and reward their efforts and work.

## 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 excellent monitoring of children's progress and evaluate the effectiveness of new initiatives and strategies and their impact on the outcomes for children.

### Inspection activities

- The inspector observed the quality of teaching during activities and assessed the impact this has on children's learning.
- The inspector completed joint observations of two activities with the deputy manager.
- The inspector held a meeting with the provider and the senior management team. She also spoke to the manager of the children's centre where the nursery is located.
- The inspector spoke to staff and children during the inspection.
- The inspector looked at relevant documentation, including the improvement plans and evidence of the suitability and training of staff working in the nursery.
- The inspector took account of parents' views from her discussions with them during the inspection and from their written feedback to the provider.
- The inspector was accompanied by an inspection team manager.

### Inspector

Rachel Wyatt

## Inspection findings

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

The provider, the managers and staff skilfully promote children's health, safety and purposeful learning. Their highly successful improvements enhance teaching and learning. Older children move with confidence and skill on a wide range of challenging physical play equipment. Staff confidently teach children about letters and sounds. Managers and staff adeptly direct funding and teaching to rigorously tackle children's underachievement in managing feelings, speaking and mathematics. The provider and the senior managers intend to continue to evaluate the outcome of these and other initiatives which have already significantly raised children's attainment and narrowed the achievement gap. Arrangements for safeguarding are effective. The provider, the managers and staff attend safeguarding training. They have an excellent knowledge of abuse and neglect and know exactly what to do if they have concerns about a child. They are vigilant and professional in their work with vulnerable children, families and the agencies involved with them.

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

Staff use their thorough knowledge of children's interests, abilities and ways of learning to expertly plan for their clearly identified next steps for learning. This includes implementing well-targeted support and strategies for children who have special educational needs and disabilities or who speak English as an additional language. Staff inspire children to take part, try new experiences and persevere. Staff expertly use props, repetition and open questions to foster children's listening, understanding, turn taking in speaking and new vocabulary. Their excellent use of resources and plenty of first-hand experiences help children to understand different concepts and build on their skills. Children learn about change during activities focusing on autumn or when they make play dough. They talk about different feelings as they look in mirrors or at pictures and draw faces.

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

Children get on well and enjoy each other's company. Children and staff often discuss the nursery's behaviour rules. Staff consistently encourage children's turn taking and positive attitudes. They value and talk to children about their families and teach them about the lives and customs of others. Children are nurtured by attentive staff who carefully follow their individual care, health and dietary needs and routines. Children eat healthily and confidently manage their personal care and good hygiene. They relish being active and outdoors. Children are well supervised and looked after in comfortable, safe and secure surroundings. Staff teach children how to keep themselves safe. Children tidy away toys and talk about why they must walk rather than run around the premises.

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

Many children's starting points fall below what is expected for their age. However, staff's robust assessments, exemplary partnerships with parents and other agencies and exceptional teaching ensure every child makes significant progress. Children are confident, articulate and resourceful learners who are very well prepared for school. They accurately count and compare numbers, solve practical problems and identify colours and shapes. Babies relish choosing songs and rhymes and children eagerly recall well-told stories.

## Setting details

<b>Unique reference number</b>	EY455060
<b>Local authority</b>	Worcestershire
<b>Inspection number</b>	1066431
<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 - 4
<b>Total number of places</b>	80
<b>Number of children on roll</b>	92
<b>Name of registered person</b>	Fairfield Day Nursery Limited
<b>Registered person unique reference number</b>	RP902549
<b>Date of previous inspection</b>	24 May 2013
<b>Telephone number</b>	01905758428

Fairfield Day Nursery Limited was registered in 2012. The nursery employs 24 members of childcare staff. Of these, 23 staff, including the provider, hold appropriate early years qualifications to at least level 2 or 3. Two members of staff hold qualified teacher status, one of whom also holds early years professional status. Another member of staff has a degree in early years. The nursery opens from Monday to Friday, all year round, except for bank holidays, a week at Christmas and two training days. Sessions are from 8am until 6pm. The nursery provides funded early education for two-, three- and four-year-old children. There are close links with the children's centre where the nursery is based.

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