

Ministeps Nursery

150 Joel Street, Northwood HA6 1NL



Inspection date	23 November 2018
Previous inspection date	10 May 2016

The quality and standards of the early years provision	This inspection:	Outstanding	1
	Previous inspection:	Good	2
Effectiveness of 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

The provision is outstanding

- The manager is inspirational. She and the providers astutely lead a team of passionate staff who are extremely knowledgeable about their roles and responsibilities. The team has high expectations of children and themselves. They continually strive to improve the outcomes for children, who thrive at the nursery.
- The outstanding partnerships with parents are an asset of practice. Staff successfully engage parents in exchanging meticulous information about children's skills and interests, at home and nursery. This helps to provide children with the exceptional continuous support they have.
- The key-person system is impeccable. Staff successfully engage with parents to tailor practice to children's needs. Children are visibly happy and comfortable. Parents speak of their immense appreciation towards staff's dedication to their children.
- The manager and staff maintain precise observations and assessments of children's skills. They track children's development meticulously, closely and assertively identify their next steps and gaps in their learning. Children have prompt support to their needs and show rapid progress.
- Staff use a thorough system to risk assess the premises and complete daily checks of all areas used for the children, and all outings. Across the nursery, staff role model expected behaviour and inspirationally teach children to keep safe.

What the setting needs to do to improve further

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

- continue to build on the highly effective professional development opportunities for staff to extend their teaching skills and maintain children's exceptional progress.

Inspection activities

- The inspector observed the quality of teaching during activities indoors and outdoors. She assessed the impact this has on children's learning.
- The inspector completed joint evaluations of activities in each age group with the nursery manager.
- The inspector held meetings with the nursery manager and providers. She looked at relevant documentation, such as evidence of the suitability of staff working in the nursery, their training certificates and qualifications.
- The inspector discussed the nursery's self-evaluation practice and targets for improvement with the nursery manager and the providers.
- The inspector spoke to a small selection of parents during the inspection and took account of their views provided in written feedback.

Inspector

Karina Hemerling

Inspection findings

Effectiveness of leadership and management is outstanding

Safeguarding is effective. Staff attend thorough safeguarding training and are highly confident about signs of abuse. They know how to report concerns about a child or adults. The manager follows meticulous recruitment procedures. She carries out ongoing suitability checks and is highly dedicated to assessing staff's performance. Staff take part in regular supervision meetings, have ongoing coaching and training. The ambitious manager sees the capacity to implement more observations of staff's teaching practice to enhance their skills even further. She is truly committed in promoting partnership working and has innovative ways to engage with parents and staff to continuously evaluate and improve the services for children.

Quality of teaching, learning and assessment is outstanding

Staff provide children with highly stimulating play areas and accurately plan activities to challenge their skills. For example, babies are extremely curious as they explore paint with their hands and eagerly mix colours. Staff are experts in promoting children's learning through play. For example, toddlers take part in language groups to learn vocabulary and develop their concentration. They are extremely confident in using the words they learn. Staff increase the challenge as children grow older. For example, pre-school children are provided with puppets, natural resources and a puppet theatre. They immediately create a play. Children pretend to sell tickets and formally announce their show to their audience. Teaching is excellent and children flourish.

Personal development, behaviour and welfare are outstanding

Staff know children incredibly well. From an early age, children show exceptionally strong bonds with staff and peers. Staff are extremely caring towards children and excellent role models. They are guided by an outstanding manager with high standards. The team is expert in promoting children's well-being and children respond by behaving exceptionally well. Staff teach children about other cultures and events around the UK and the world. Children show excellent social skills and develop interest for the natural world. They plant vegetables, fruit and flowers. Children exercise and play in the fresh air. They enjoy freshly cooked meals, active play and rest time. Children actively learn to lead healthy lifestyles.

Outcomes for children are outstanding

Children have an excellent balance of child-led and adult-led learning opportunities. For example, babies eagerly explore the baby gym equipment while learning to keep safe. Toddlers attentively listen to stories and use props to copy actions and retell stories. Pre-school children show sophisticated skills in literacy. They are extremely confident to share their opinions on stories read, learn the name of authors and the roles of editors and illustrators. Children across the nursery benefit from extremely rich educational programmes that innovatively prepare them for school.

Setting details

Unique reference number	EY485244
Local authority	Hillingdon
Inspection number	10076389
Type of provision	Full day care
Registers	Early Years Register
Day care type	Childcare on non-domestic premises
Age range of children	0 - 4
Total number of places	43
Number of children on roll	74
Name of registered person	Ministeps Nursery Ltd
Registered person unique reference number	RP534271
Date of previous inspection	10 May 2016
Telephone number	01923824508

Ministeps Nursery registered in 2014. The nursery employs 23 members of childcare staff. Of these, 17 hold qualifications at level 2, 3, 5 and 6. The nursery opens from Monday to Friday, from 8am to 6pm, all year round except for bank holidays. The nursery receives funded early education for two-, three-, and four-year-old children.

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