

The Avenue Private Day Nursery



The Avenue Private Day Nursery, The Avenue, Leigh, WN7 1ET

Inspection date	30 October 2015
Previous inspection date	2 March 2011

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Requires improvement	3
Quality of teaching, learning and assessment		Requires improvement	3
Personal development, behaviour and welfare		Requires improvement	3
Outcomes for children		Requires improvement	3

Summary of key findings for parents

This provision requires improvement. It is not yet good because:

- The ways in which staff performance is managed, for example, through supervision and observation of their practice, have not yet been in place long enough to ensure all staff are fully supported to deliver the highest-quality teaching.
- Some staff do not yet consider the way the areas of learning are closely connected. This means they do not plan as effectively as they could, or skilfully identify chances to reshape and improve children's learning as they play.
- The outdoor learning environment does not yet provide children with a sufficiently broad range of interesting play experiences. This means children are not always motivated to play and they wander rather than play with a purpose.
- The arrangements for self-evaluation do not yet include ways to review the effectiveness and impact of any changes made.

It has the following strengths

- Staff are warm and caring, and they seek good information about the children's unique needs before they start. Strong relationships are built while children settle in. This helps children to feel emotionally secure in the staff's company. The children enter eagerly and play happily.
- Staff support children's behaviour well. During play, they gently help children to learn about turn taking, sharing experiences and fairness.
- Staff have developed good relationships with parents and external agencies to help them support children with unique health and learning needs.

What the setting needs to do to improve further

To meet the requirements of the Early Years Foundation Stage the provider must:

- | | Due Date |
|--|-----------------|
| ■ develop the programme for staff supervision, in order to ensure there is a well-established programme of professional development, to coach and support staff to improve their personal effectiveness and drive continuous improvement | 29/01/2016 |
| ■ improve the quality of teaching by supporting staff to strengthen their understanding of the interconnectivity of the areas of learning, so that staff can plan richer learning experiences and skilfully identify chances to reshape and improve children's learning as the play. | 29/01/2016 |

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

- provide children with richer and more varied experiences outdoors to enthuse and motivate them to practise what they know and try things in different ways
- revise the ways self-evaluation is undertaken to include regular reviews of the effectiveness of any plans for improvement, so they continue to be sharply focused on identifying strengths and weaknesses, to continually improve the outcomes for children.

Inspection activities

- Prior to the inspection, the inspector viewed the previous report and information held by Ofsted.
- The inspector viewed activities in the three playrooms in the main nursery building, holiday club building and in the in the outdoor play areas. He observed teaching and interactions between the staff and children.
- The inspector held meetings with the owner, the nursery manager and a representative of the local authority. He also discussed the self-evaluation arrangements and plans for future improvement.
- The inspector carried out a joint observation with the manager.
- The inspector looked at children's registration records and planning documentation. He checked the evidence of the qualifications and the suitability of staff working in the setting and also looked at a range of other documentation.
- The inspector checked the arrangements for first-aid trained staff and their deployment.

Inspector

Frank Kelly

Inspection findings

Effectiveness of the leadership and management requires improvement

The manager demonstrates a sound understanding of her role and responsibilities in meeting the statutory requirements. Safeguarding is effective. Children are well supervised by adults who have been suitably vetted. The new manager is committed to developing a quality provision for children. She has worked closely with the local authority to create extensive plans for improvement. A range of staff training has begun to be provided. The new manager is keen to build on the programme of ongoing staff professional development so that the quality of teaching and learning is constantly improving. However, the arrangements in place have not yet had sufficient time to be fully embedded. While many positive changes have been implemented, the review of such changes and the impact they are having is still in its infancy. Nevertheless, it is acknowledged that steady improvement and good staff morale is evident. Staff work well as a team and express a keenness to develop their skills. The monitoring of children's progress and the identification of gaps in the curriculum or in the learning of specific groups of children has been established.

Quality of teaching, learning and assessment requires improvement

All staff observe children and plan activities to extend children's next steps of learning. Staff have a range of suitable qualifications, however, the quality of teaching is variable. Some staff do not yet perceptively identify the learning opportunities taking place during play or use the children's specific interests to add new challenge to a familiar situation. For example, during a group game, they plan around the children's counting skills and overlook the rich social interaction and development of children's concentration taking place. Nevertheless, children are eager participants who are motivated to learn. They enjoy the interaction with the staff and the activities offered. The playrooms indoors offer a wide range of appropriate experiences that covers all seven areas of learning. However, there is less choice outdoors with which to excite or enthuse children. Staff use a range of strategies to promote children's communication skills. They respond to the babies' delighted babbles, which encourages them to keep vocalising. Stories are shared, songs sung and staff add extra words to help children extend sentences.

Personal development, behaviour and welfare require improvement

Toddlers are beginning to demonstrate their understanding of keeping themselves safe. For instance, while on the balancing bar they call to an adult to support them. Staff explain the importance of lining up and walking slowly to help children understand what they need to do to stay safe. The cook works closely with parents to ensure children's specific dietary needs are well attended to. Toys and books reflecting the diversity of today's society help children to learn about communities beyond their own.

Outcomes for children require improvement

Staff's current interactions and planning help children to make typical progress for their age and satisfactorily build their skills for future learning. Arrangements for working with the local schools mean that children are suitably supported as they prepare for moving from the nursery.

Setting details

Unique reference number	323015
Local authority	Wigan
Inspection number	872165
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Age range of children	0 - 12
Total number of places	103
Number of children on roll	114
Name of provider	Lesley & Bernard Meadows Partnership
Date of previous inspection	2 March 2011
Telephone number	01942 261 339

The Avenue Private Day Nursery was registered in 1991. The nursery employs 23 members of childcare staff. Of these, 22 hold appropriate early years qualifications at level 2, 3, 4 or 5. The nursery opens from Monday to Friday, 51 weeks of the year, except for bank holidays. Sessions are from 7.30am until 6pm. The nursery provides funded early education for two-, three- and four-year-old children.

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