



Hemsley House Baby Unit

Inspection report for early years provision

Unique Reference Number	EY260069
Inspection date	26 July 2006
Inspector	Susan Jennifer Scott
Setting Address	7 Terrace Road, Maidstone, Kent, ME16 8HU
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Registered person	Hemsley House Childcare LTD
Type of inspection	Childcare
Type of care	Full day care

ABOUT THIS INSPECTION

The purpose of this inspection is to assure government, parents and the public of the quality of childcare and, if applicable, of nursery education. The inspection was carried out under Part XA Children Act 1989 as introduced by the Care Standards Act 2000 and, where nursery education is provided, under Schedule 26 of the School Standards and Framework Act 1998.

This report details the main strengths and any areas for improvement identified during the inspection. The judgements included in the report are made in relation to the outcomes for children set out in the Children Act 2004; the National Standards for under 8s day care and childminding; and, where nursery education is provided, the *Curriculum guidance for the foundation stage*.

The report includes information on any complaints about the childcare provision which Ofsted has received since the last inspection or registration or 1 April 2004 whichever is the later.

The key inspection judgements and what they mean

Outstanding: this aspect of the provision is of exceptionally high quality

Good: this aspect of the provision is strong

Satisfactory: this aspect of the provision is sound

Inadequate: this aspect of the provision is not good enough

For more information about early years inspections, please see the booklet *Are you ready for your inspection?* which is available from Ofsted's website: www.ofsted.gov.uk.

THE QUALITY AND STANDARDS OF THE CARE

On the basis of the evidence collected on this inspection:

The quality and standards of the care are satisfactory. The registered person meets the National Standards for under 8s day care and childminding.

WHAT SORT OF SETTING IS IT?

The nursery baby unit was registered in 2003 under new ownership, having been an established nursery. The group operates from a large house located in Maidstone. The babies have use of a secure outside area used for play. Generally the younger children are looked after upstairs, and when they become more mobile they are cared for downstairs. One room upstairs is used solely for sleeping children. There are rooms available on both floors for messy activities and carpeted, comfortable playrooms. There are designated dining areas on both floors. The staff have access to a staff room in the cellar and an office on the second floor.

The nursery provides full day care from 07:30 until 18:30 five days a week all year round. The group are registered for 24 children up to two years old. There are currently 28 children under two years on roll. The group supports children who English as an additional language.

Most babies attend on a part time basis but for full days. When babies become two they usually transfer to the nursery located nearby.

There are five permanent staff and a number of relief staff as well as a manager shared with the nursery for the older children nearby. All the staff are qualified to level two or three and regularly update their training. The nursery receives support from a teacher and special needs advisor from the local Early Years Development and Childcare Partnership.

THE EFFECTIVENESS OF THE PROVISION

Helping children to be healthy

The provision is good.

Babies health is effectively promoted because the staff are well informed about health care matters and provide good support for individuals. For example, they wash and wipe babies hands and faces using wipes and paper towels and have good procedures for nappy changing as well as daily laundering. Staff work closely with parents to safeguard the medical and health needs of individuals; for example, by sharing information about medication and illness.

Babies enjoy healthy meals that include the fruit, savoury meals and cereals which are provided by parents. Staff store and prepare these carefully, taking the temperature using a food probe and following parents' instructions. Babies regularly have relaxed social interactions during meal times which staff support effectively by talking to them and encouraging them to co-operate by feeding themselves when this is appropriate.

Babies benefit from a good range of physical activities that contribute to a healthy lifestyle. They develop confidence in their physical skills as they use a wide range of indoor and outdoor toys and equipment. For example, babies are assisted to move towards friends so they can sit together and communicate. Their achievements are recognised by staff when they clap to congratulate babies who respond to simple ball games.

Protecting children from harm or neglect and helping them stay safe

The provision is good.

Babies arrive happily and settle well. Staff check who is at the door before allowing them inside and greet all the parents and babies individually. The premises are welcoming, clean, well maintained and attractive. The lay out of activities is good though the rest area has a large number of cots available, some of them with insufficient space between them as babies could reach through to one another.

The organisation of well maintained toys, resources and equipment means children can move around safely and independently access these from the floor, tables and boxes at child height. As a result babies enjoy their choices of play.

Babies enjoy their play in a secure environment and regular risk assessments, indoors and outdoors, ensure their safety. For example, the outdoor area is securely enclosed, preventing unauthorised access. Clear procedures ensure staff are vigilant all the time and have a good understanding of the procedures to follow in the event of an emergency. This ensures all staff are aware of the procedures to keep babies safe.

Staff have a good understanding of the procedures to be followed if they have concerns about child protection issues. This safeguards children's welfare in the setting. Although the written procedures are clear and accurate, the need to inform the regulatory authority of allegations has been omitted.

Helping children achieve well and enjoy what they do

The provision is satisfactory.

Staff are using the Birth to three matters framework to ensure activities for children under three are appropriate: they recognise children develop at different stages, and modify their activities and expectations accordingly, noting responses on the individual records and in planning.

Staff make regular observations and record achievements in the babies' files. This helps the staff plan for each child, using the four aspects of the Birth to three framework to ensure their developmental needs are met.

Babies relate well to staff and to each other; they confidently approach staff for support indicating good trusting relationships are built. They are interested in the activities available and spend time concentrating on self-chosen activities. Staff talk to babies about what they are doing and respond to children's interests, for example, saying 'Thank you' to acknowledge babies offering toys to each other.

Older babies can choose from a range of activities which are easily accessible and provide stimulation. These are laid out for the babies and there is a system in place for them to choose other toys and resources by pointing to picture labels on boxes on the low shelves.

Babies enjoy and learn from a range of activities that allow them to explore and investigate: smelling and tasting, touching and feeling, looking at and vocalising at tea time when staff allow them to try to feed themselves with finger foods.

Babies squeal, shout and laugh as they play and staff respond to their communication with words, laughter and gestures, encouraging further attempts. They benefit from smiles and staff talking to them as they sit and play, using different tones of voice; for example, staff congratulate saying, 'Thank you, 'Good boy, 'Good girl' to encourage responses and understanding.

Imaginative activities include playing with the new resources, pretending to do shopping, cooking, and taking the dolls for a ride in the buggies. Babies creative and imaginative development is encouraged through the activities of painting, listening to music and role-play.

Helping children make a positive contribution

The provision is satisfactory.

All babies are provided with appropriate support to engage in the activities. Staff are aware of individual religious and cultural needs and this ensures they can acknowledge varied cultures and provide recognition for all babies.

Babies who have special needs are welcome to attend the setting and staff have developed links with local authority staff to ensure they provide appropriate individual support. There is some access to the building for those with disabilities.

Babies are confident and respond positively to staff. They have good relationships with staff who encourage them through very positive behaviour management strategies. For example, babies are distracted and presented with a constructive activity if there is any conflict.

Parents provide initial information about their babies on registration, this enables staff to provide appropriate care and safeguard individual routines to help them settle. Parents exchange information verbally with the key workers and staff ensure they record good information about the experiences of their babies in the contact books which are taken home each day. Regular newsletters and notices displayed keep parents informed of events and changes. Parents are regularly provided with babies' files containing information about the progress of their babies. Most records ensure information is confidential with the exception of existing injuries.

Organisation

The organisation is satisfactory.

All the staff working in the setting have been checked and those who are not fully checked are not left unsupervised with children. However, not all changes to staff positions have not been communicated to the regulator to enable a complete range of information is used to safeguard children. Children benefit from the support of a staff team who are trained and qualified and who are building their skills and knowledge through courses and workshops.

Children are making progress and enjoy the benefits of effective organisation of space and resources. For example, there is a variety of rooms used for different activities, offering comfortable play and rest opportunities and an attractive garden with large play equipment. The setting meets the needs of the range of children for whom it provides.

Children's welfare is promoted through the use of appropriate records, policies and procedures; for example, there are accurate registers for children, staff and visitors,

as well as accident and medication records. Some policies contain minor inaccuracies, or incomplete information. For example the complaint information is thorough and is used effectively but provides an obsolete address for the regulator and the child protection information omits contacting the regulator in case of allegations.

Improvements since the last inspection

At the last inspection the nursery were recommended to make a number of improvements and most of these have been addressed successfully.

Babies have opportunities that allow them to explore and investigate using food and activities now.

The policies and procedures have been reviewed and extended although there are minor inaccuracies and omissions such as the allegation procedure and the address of the regulator on the complaint policy which remain as recommendations on this report. The accident records are all logged and can be analysed over periods of time.

Staff deployment and the organisation of rooms means that staff mostly work together, although there are short times when they have to work singly. Staff have made most toys and resources available for babies by providing a choice trolley and babies can choose other toys and resources by pointing to pictures on labelled boxes on low shelves.

Complaints since the last inspection

There have been no complaints to Ofsted since the last inspection. The provider is required to keep a record of complaints made by parents, which can be seen on request. The complaints record may contain complaints other than those made to Ofsted.

THE QUALITY AND STANDARDS OF THE CARE

On the basis of the evidence collected on this inspection:

The quality and standards of the care are satisfactory. The registered person meets the National Standards for under 8s day care and childminding.
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WHAT MUST BE DONE TO SECURE FUTURE IMPROVEMENT?

The quality and standards of the care

To improve the quality and standards of care further the registered person should take account of the following recommendation(s):

- ensure all written information, policies and procedures are up to date and fulfil regulatory requirements
- ensure there is sufficient space between the cots

Any complaints about the inspection or the report should be made following the procedures set out in the leaflet *Building better childcare: Compliments and concerns about inspectors' judgements* which is available from Ofsted's website: www.ofsted.gov.uk