

# The Oak Tree Nursery & Pre-School Ltd

Bere Hill, WHITCHURCH, Hampshire RG28 7EB



<b>Inspection date</b>	19 June 2019
Previous inspection date	20 October 2014

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Good</b>	<b>2</b>
	Previous inspection:	Outstanding	1
Effectiveness of leadership and management		Good	2
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Good	2
Outcomes for children		Good	2

## Summary of key findings for parents

### This provision is good

- The provider has a secure understanding of her role and responsibility. Staff use her robust risk assessments, policies and procedures to effectively support children's health, safety and well-being.
- Systems for recruitment, induction and training of staff help to ensure staff are suitable for their roles. Dedicated staff show commitment and a willingness to continually improve. The manager offers effective supervision and coaching to support staff. This practice helps staff to build on their skills. They are encouraged to plan ahead for their future professional development, including further professional qualifications.
- Staff know the children well. They have a very good knowledge of children's starting points, gained through discussions with parents, home visits and their initial observations. Staff plan effectively for children's individual needs and are confident in planning for their next steps. Children make good progress.
- Overall, the quality of teaching in the older age group base rooms is of a high quality. However, some staff working with the younger children are not always as confident in their abilities to extend learning opportunities as consistently. For example, they miss ways to enhance how children enjoy using musical instruments during singing activities. Sometimes, staff do not extend their skills to more purposefully support babies' emerging language. Nevertheless, staff have high expectations for children.
- The manager is highly reflective of nursery practice and leads her staff team well. Her regular audits help to evaluate the quality of the provision and enhance staff skills. However, noise levels in some of the younger age group rooms can at times impact on children's learning and the ways they engage in some of their activities. This is particularly apparent around group activities.
- Children behave extremely well at all times. They understand the routines of the day and show respect to each other and the staff who care for them. Children use polite language and show excellent manners.

## What the setting needs to do to improve further

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

- strengthen the quality of staff teaching in the younger age group rooms, to make the most of opportunities to extend children's learning further
- review the noise levels in the learning environment further, for children in younger age group rooms, to better support the needs of individual children, in particular around group time activities.

### Inspection activities

- The inspector observed staff interactions with children in all five rooms and during outdoor learning experiences.
- The inspector completed a joint observation with the manager. They discussed how staff plan for children's learning and how they are supported in their roles.
- The inspector spoke with children, parents and staff. She read written feedback from parents and took this into account.
- The inspector sampled the provider's documentation and children's records.
- The inspector met with the provider and manager. They discussed how staff update their skills and knowledge and how they evaluate the quality of provision.

#### Inspector

Aileen Finan

## Inspection findings

### Effectiveness of leadership and management is good

The provider is encouraging of staff training. Staff speak passionately, for example about training to promote how they build key relationships with children and parents. Safeguarding is effective. Staff demonstrate a good knowledge of how to protect children in their care. They show an effective understanding of all aspects of safeguarding matters. Staff are confident to make intervention if children show gaps in their learning, to ensure all children reach their potential. Partnerships with other professionals working with children attending are well established. Partnerships with parents are effective. Staff regularly share children's progress and offer parents a range of ways to continue learning at home. This is achieved, for instance, through electronic applications that help parents learn about the curriculum. Parents are positive about the care their children receive. They state that their children 'absolutely love attending'. Parents add that their children have really gained confidence in social situations since starting at the nursery.

### Quality of teaching, learning and assessment is good

Staff interact warmly with the children. For example, they use various means to help older children learn about life cycles. This includes books, props, sensory play, painting and discussions. Staff help older children to develop physical skills and dexterity, for instance for using scissors. They promote children's understanding of mathematics during craft activities. This is demonstrated as staff cut shapes out of moulding dough and help children to understand how many sides a triangle and a square have. Staff make regular, focused observations of children's achievements. The manager and her deputy monitor children's progress effectively.

### Personal development, behaviour and welfare are good

Staff offer an interesting environment for children to learn. Children enjoy regular experiences outdoors. They show fascination about the natural world, demonstrated, for instance, as young children find a worm and are inquisitive to find out more about the creature's habitats. Staff help children to be respectful to each other and learn about differences. For example, staff and children make regular visits to a local residential home. Older children show independence in their self-care skills and, overall, many serve themselves independently during mealtimes. Children enjoy nutritious and healthy meals and snacks. Babies receive cuddles and sensitive interaction. They show emotional security and safety as they play with staff and sing together.

### Outcomes for children are good

Children develop many skills to support the next stages of their learning. For example, older children show understanding as they learn about the life cycle of a frog. They use terms, such as frogspawn and tadpole, and confidently recognise the different stages. Older children show a good interest in literacy. They listen attentively to stories, anticipate endings, are aware of rhyming words and show curiosity about the context of the story. Toddlers are creative as they paint their interpretation of a ladybird, adding spots and counting these. Babies enjoy exploring with treasure baskets, but most of all are excited to play outdoors and develop their physical abilities.

## Setting details

<b>Unique reference number</b>	EY264320
<b>Local authority</b>	Hampshire
<b>Inspection number</b>	10108552
<b>Type of provision</b>	Childcare on non-domestic premises
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Day care type</b>	Full day care
<b>Age range of children</b>	0 - 4
<b>Total number of places</b>	85
<b>Number of children on roll</b>	147
<b>Name of registered person</b>	The Oak Tree Nursery & Pre-School Limited
<b>Registered person unique reference number</b>	RP521496
<b>Date of previous inspection</b>	20 October 2014
<b>Telephone number</b>	01256 895577

The Oak Tree Nursery & Pre-School Ltd registered in 2003. The nursery is located in Whitchurch, Hampshire and is open 8am to 6pm Monday to Friday throughout the year, except for bank holidays and Christmas. There are currently 29 staff employed, 26 of whom work directly with children. Of these, 17 staff hold appropriate early years qualifications between level 2 and level 6. The nursery is in receipt of funding for the provision of free early education for children aged two, three and four years.

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