

Bushey Gan Nursery and Pre-School

177-189 Sparrows Herne, Bushey, Hertfordshire, WD23 1AJ



Inspection date	26 January 2016
Previous inspection date	26 March 2012

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

- Staff conduct meticulous assessments and carefully plan routines for children. They expertly link children's needs and interests to planned activities and play opportunities that are exceptionally interesting and challenging. Children develop skills at a remarkable pace.
- Children benefit from extremely well-resourced and organised play areas, where they enthusiastically play, explore and learn. Highly qualified staff creatively teach children new skills and adeptly promote their personal talents.
- Staff skilfully teach children about their community. Children learn about their own religion and culture, as well as those of others. Inspirational staff introduce children to strong values, teaching them social skills so that they become conscientious citizens.
- Staff proficiently set rules and boundaries that are innovatively created with children and positively promoted in practice. Children fully understand what is expected of them and behave exceptionally well.
- Managers and staff are highly committed to protecting children. Children are safe in play areas that are meticulously risk assessed and their security is staff's priority.
- Staff benefit from excellent training programmes and highly effective supervision meetings, coaching and monitoring. Managers are inspirational and staff are extremely confident in their roles, responsibilities and duties.
- Managers, staff, parents and the local authority actively contribute to the highly effective, reflective practice. Staff ensure that services and teaching are ever evolving. They expertly introduce new ideas for the benefit of children.

What the setting needs to do to improve further

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

- expand on the already effective flow of information with other settings that children attend, sharing even more details about their learning to further enhance the exceptional support for them.

Inspection activities

- The inspector observed the quality of teaching during activities indoors and outdoors and assessed the impact this has on children's learning.
- The inspector completed two joint observations with the manager.
- The inspector held meetings with the managers and staff. She looked at relevant documentation, such as the setting's self-evaluation and evidence of the suitability, qualifications and training of staff working with children.
- The inspector spoke to a small selection of parents during the inspection and took account of their views. She also looked at evidence of written feedback from them.

Inspector

Karina Hemerling

Inspection findings

Effectiveness of the leadership and management is outstanding

The arrangements for safeguarding are effective. Staff participate in regular safeguarding training and have an expert knowledge of child protection. They are confident of the steps to take should concerns arise regarding children's safety, as well as their own. Managers conduct regular checks on staff's suitability. They actively encourage staff to develop their knowledge and skills through training and opportunities to further their qualifications. Staff maintain meticulous records of children's care and closely monitor their welfare. They liaise with other settings that children attend. There is capacity to obtain even more detailed information about children's learning from these settings to boost their already excellent support. Staff build exceptional partnerships with parents and external professionals, and children receive prompt support.

Quality of teaching, learning and assessment is outstanding

Teaching is outstanding. The highly qualified staff are very secure in their knowledge of children's next steps in learning. They confidently promote children's learning and participate in a wide range of training to continuously enhance their teaching practice. Staff have exceptionally high expectations of children, who are eager learners and play with exemplary levels of engagement and interest. Children benefit from staff's expertly planned activities and also from opportunities for spontaneous play. As children grow older, staff aptly increase the challenge to help them develop skills in preparation for their future learning. Educational programmes are outstanding and provide children with excellent and unforgettable experiences across all areas of learning.

Personal development, behaviour and welfare are outstanding

Staff proficiently engage parents in exchanging information about children's care. They work successfully together to ensure that children's needs are always met. Settling-in sessions are accurately tailored to children's needs and they settle very quickly. Children learn the importance of living healthy lifestyles. Staff expertly organise menus, routines and projects to teach them the importance of eating well and keeping fit. Children's different learning styles are skilfully promoted in excellent activities, both indoors and outdoors. Staff constantly praise children for their efforts, achievements and behaviour. Children are extremely confident and have a strong sense of self-esteem. Staff competently teach children to independently manage their personal hygiene. Children develop an awareness of personal safety through their interactions with staff during play and activities.

Outcomes for children are outstanding

Procedures to identify children's starting points and next steps in learning are highly effective and fully involve parents. For example, the progress check for children aged between two and three years is meticulously completed. Managers and staff closely track children's achievements and astutely narrow gaps in their progress. Children who speak English as an additional language swiftly learn English and explore their home language during play. Staff's utmost priority is to ensure that children are ready and confident, according to their own aptitudes, when they move on to school.

Setting details

Unique reference number	130496
Local authority	Hertfordshire
Inspection number	854217
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Age range of children	2 - 5
Total number of places	76
Number of children on roll	45
Name of provider	United Synagogue
Date of previous inspection	26 March 2012
Telephone number	020 8386 1515

Bushey Gan Nursery and Pre-School was registered in 2002. It caters for the Jewish and wider community. The setting operates from the Bushey and District Synagogue. It employs 14 members of childcare staff, 12 of whom hold appropriate early years qualifications at levels 2, 3, 4 or 6, including one with Qualified Teacher Status. The setting opens from Monday to Friday and sessions are from 9.30am to 12.30pm. On Mondays, Wednesdays and Thursdays it offers a lunch club until 3pm. The setting provides funded early education for two-, three- and four-year-old children. It supports children who speak English as an additional language.

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