

Inspection of Bright Horizons Fair Oak Day Nursery and Preschool

Vicarage Farm, Winchester Road, Fair Oak, EASTLEIGH, Hampshire SO50 7HD

Inspection date: 4 October 2023

Overall effectiveness **Good**

The quality of education **Good**

Behaviour and attitudes **Good**

Personal development **Good**

Leadership and management **Good**

Overall effectiveness at previous inspection Outstanding

What is it like to attend this early years setting?

The provision is good

Children are warmly welcomed by the caring staff. Consequently, children settle easily. Staff have a good understanding of all children's needs, including new children. This helps them to support children securely. Children gain a good awareness of expected behaviours, such as using good manners and being kind. Overall, staff promote this well. They use books to help children recognise and manage their emotions and feelings. Children demonstrate kindness to others, such as helping a friend get up after tumbling over.

Children have fun. They enjoy the interesting activities on offer. Older children work together and learn about taking appropriate risks. On the day of the inspection, children arranged different sized crates to balance along and jump off. Staff reminded them about their safety and to jump one at a time. Younger children build their confidence when exploring different materials. For instance, babies enjoyed sand and water using different resources to tip and pour. Children learn about their local community, such as during visits to the garden centre.

Staff have a good understanding of what they want children to learn. They have a confident knowledge of strategies to use when children need extra support in their learning and development. Overall, staff support children's learning well. For example, they promote children's communication and language development effectively through singing songs, discussions, and small-group activities. This helps to build children's vocabulary and promotes their listening and attention skills.

What does the early years setting do well and what does it need to do better?

- Senior leaders and managers have a good oversight of the provision. They reflect well on the practice and provision and take appropriate action when needed, such as providing professional development. This ensures staff understand their roles and responsibilities. Leaders review any parental complaints and respond to these within required timescales. Staff comment positively about the support they receive from the managers, which includes supervision and team meetings.
- Staff have a clear understanding of the curriculum learning intentions. The curriculum is sequenced well to help children build on their learning over time. Staff understand the clear focuses for skills and knowledge they want children to gain. This includes independence, social skills and communication and language development. Overall, staff implement the learning intentions in their teaching well. For instance, there is a consistent approach to supporting even the youngest children to gain independence and make choices.
- Staff have a good understanding of children as individuals. They take children's

backgrounds into account. For example, they talk about how families are different and display children's family photographs. However, staff do not always use the information they know to further enhance and include children's backgrounds. Some staff encourage very good discussions with children. For instance, pre-school children use a range of language to recall and express their knowledge and experiences. Sometimes, staff do not recognise when and how to involve quieter children, to help them become more confident speakers.

- Staff are respectful of children. For example, they ask to change children's nappies. They sensitively recognise when children need reassurance and provide a calm, caring approach. Staff support children's behaviour with consistent positive praise and encouragement, which promotes their confidence well. At times, some staff do not provide sufficient guidance or explanations to children. This does not fully support some children's understanding of expectations.
- The nursery special educational needs coordinator understands their responsibilities securely. There are clear approaches to supporting children with special educational needs and/or disabilities. These children have clear targets to work towards within individual educational plans. Strong partnerships with parents and other professionals ensure a consistent approach. Staff caring for children demonstrate a good understanding of the support individual children need. This promotes children's development and progress effectively.
- There are good partnerships established with parents, other professionals and settings children attend. This helps to promote continuity in meeting children's needs. Staff provide parents with daily updates, both on the app and during verbal feedback, including information about any accidents or incidents. Parents comment positively about the progress their children make, such as in their language and social skills. They say the staff are friendly and that they have trust in the care the staff provide to their children.

Safeguarding

The arrangements for safeguarding are effective.

Staff understand their safeguarding responsibilities securely. They have a good knowledge of how to recognise signs and indicators of concern and what to do about these. This includes referrals to external agencies. The current designated safeguarding lead staff member demonstrates a secure knowledge of their responsibilities, including making prompt referrals. Staff understand how to keep children safe in their care, including completing risk assessments and safety checks. They check sleeping children regularly and carry out head counts, such as when children go on outings. Staff recruitment is robust. Staff's suitability to work with children is regularly reviewed after their initial employment.

What does the setting need to do to improve?

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

- build on staff's awareness of providing consistent guidance to children to further support their understanding of expectations for their behaviour
- enhance staff's awareness of including children, such as those who are quieter, as well as ways to further reflect and value children's individual backgrounds.

Setting details

Unique reference number	EY481475
Local authority	Hampshire
Inspection number	10311440
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register
Day care type	Full day care
Age range of children at time of inspection	0 to 4
Total number of places	67
Number of children on roll	118
Name of registered person	Bright Horizons Family Solutions Limited
Registered person unique reference number	RP901358
Telephone number	02394 217887
Date of previous inspection	28 November 2022

Information about this early years setting

Bright Horizons Fair Oak Day Nursery and Preschool registered in September 2014. It is located in the village of Fair Oak, Hampshire. The nursery is open Monday to Friday from 7.45am to 6pm, except for a week long closure over Christmas. The nursery employs 32 members of staff. Of these, 21 hold relevant qualifications between level 2 and level 5. The provider receives funding to provide free early education for children aged two, three and four years.

Information about this inspection

Inspector

Sheena Bankier

Inspection activities

- The inspector discussed any continued impact of the pandemic with the provider and has taken that into account in their evaluation of the nursery.
- The manager and deputy manager took the inspector on a learning walk and explained the curriculum intentions.
- Discussions and meetings were held with senior leaders, the management team and staff during the inspection.
- The manager and inspector observed and evaluated an activity together.
- The inspector observed the quality of education being provided, indoors and outdoors, and assessed the impact that this was having on children's learning.
- The inspector looked at relevant documentation and reviewed evidence of the suitability of staff working in the nursery.
- Some parents discussed their views and others provided written feedback for the inspector about the nursery.
- Children interacted with the inspector and older children talked about their friends and what they like to do.

We carried out this inspection under sections 49 and 50 of the Childcare Act 2006 on the quality and standards of provision that is registered on the Early Years Register. The registered person must ensure that this provision complies with the statutory framework for children's learning, development and care, known as the early years foundation stage.

If you are not happy with the inspection or the report, you can [complain to Ofsted](#).

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence/, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk

This publication is available at <https://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted

© Crown copyright 2023