



Inspection Report For Early Years Provision

Unique Reference Number	BFG02DC111
Inspection Date	3 February 2011
Childcare Inspector	Laurence Ferris
Registered Provision -Setting Name <i>Suppressed if childminder</i>	Golden Bears Daycare
Registered Provision -Setting Address <i>Suppressed if childminder</i>	Block M1 Trenchard Barracks Hohe Wende, 22 29223 Celle
Type of Care	Full day care

ABOUT THIS INSPECTION

British Forces Early Years Service is granted with accreditation by the Secretary of State for Defence for regulating childcare provision for Crown Servants overseas, in accordance with the criteria set out in the Tax Credit (New Category of Child Care Provider) Regulations 2002.

The purpose of this inspection is to assure the Ministry of Defence (MOD), parents and the public of the quality of child care.

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 and the National Standards for under 8s day care and childminding.

The report includes information on any complaints about childcare provision which British Forces Early Years Service (BFEYS) has received since 1st January 2006.

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 booklet "Are you ready for your inspection" which is available from BFEYS.

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 daycare and childminding.
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WHAT SORT OF SETTING IS IT?

Golden Bears Daycare is situated within Trenchard Barracks and is managed by the Army Welfare Service. It provides day care facilities for military personnel and their families from the local garrison. The setting is located on the ground floor of a community centre and has sole use of the premises.

The setting has been registered since February 2004 to provide full day care for 50 children aged from 6 weeks to under 5 years and opens from 08.30 to 14.30, Monday to Friday, school term time only. Facilities include three playrooms, a separate snack room, children's toilets with nappy changing facilities, separate adult toilets, an office, a kitchen and a storage room.

The manager holds a Foundation Degree and the deputy is qualified to Level 3. Four practitioners have completed Level 2 or 3 qualifications in childcare and three are working towards a Level 2 qualification. The remaining three members of staff who are not qualified have been included in various professional development courses. Currently, there are no children attending who have Special Needs or speak English as a second language.

THE EFFECTIVENESS OF THE PROVISION

Helping children to be healthy

The provision is **satisfactory**. Children's health is adequately promoted. Premises are clean, tables are wiped before food is served and toys and resources are regularly sterilised, especially in the babies' room. Suitable health and hygiene procedures are followed; staff wear disposable gloves when changing nappies and handling food. Children are beginning to learn the importance of good personal hygiene through the daily routine as staff remind them to wash their hands before eating and after visiting the toilet. Children who become ill or have a minor accident are suitably looked after; an adequate number of staff hold valid paediatric first aid certificates and appropriate medication and accident forms are maintained.

Children are generally offered healthy and nutritional food which includes daily portions of fruit. The snack menu is also adapted to enable children to try less familiar food; for example, as part of their Chinese New Year celebration, children had the opportunity to try prawn crackers and noodles. Lunch boxes provided by parents are appropriately stored in the fridge until lunch time. Children's special dietary requirements are considered; allergies and food preferences are strategically displayed to alert all staff. However, the organisation for snack time needs to be reviewed as children were observed having to wait a long time before food was served, which impacted on their behaviour as they became restless and started banging the empty plates. In addition, although drinking water is readily available for children to access as and when they are thirsty, children were observed drinking out of a cup and placing it back with unused cups. This may create a risk of cross contamination.

Children benefit from staff who understand that the needs of babies are different to the toddlers'; babies are fed according to their routines and they form close attachment to their key workers as they are cuddled when bottle fed. Suitable facilities are in place for young children to rest or sleep.

There is a good size outdoor area available for vigorous play, but opportunities are missed to promote children's physical development as this is rarely used because of meagre equipment and toys. However, major refurbishment of the area has been planned to promote the six areas of learning.

Protecting children from harm or neglect and helping them to stay safe

The provision is **satisfactory**. Children are cared for in a safe and mainly secure environment; the premises are suitable for their purpose and adequately maintained. Children are appropriately supervised; staff deployment is effective and ratios maintained to promote safety and learning; children are able to move freely and safely around the setting and independently access the various activities and toys on offer. Children's art work and various posters aimed at young children are attractively displayed, creating a warm and welcoming environment. Play materials, equipment and furniture are appropriate for their purpose and of suitable design.

Children are protected as staff take adequate steps to minimise hazards to children; comprehensive daily safety checks are conducted before children arrive and staff stay vigilant throughout the sessions; children take part in evacuation drills each term, visitors are noted, safety gates are appropriately used and staff whose suitability has not been checked are never left unsupervised with children. However, children's safety could be

improved by ensuring that only staff can buzz visitors in and by ensuring a risk assessment of all aspects of the environment is conducted and regularly reviewed.

Children's welfare is safeguarded; most staff have received child protection training and understand their responsibilities in relation to reporting any concerns about a child to the designated person. Additionally, most staff can recognise signs and symptoms of abuse.

Helping children achieve well and enjoy what they do

The provision is **good**. Children are developing a good level of independence during activities and their self-care routines which are encouraged by staff; for example, children pour their own drinks and help set up tables. Children benefit from staff who interact constantly with them and give them time and adequate support to prompt their participation. Children are beginning to acquire new knowledge and skills as staff plan in advance to provide enjoyable activities based mainly on children's interests and abilities. Children are encouraged to ask questions and were observed engaged in lively conversation whilst playing with building blocks.

Children explore their surroundings, show interest in what others are doing and are learning to make choices, for example, between accessing the sand play area or the construction area supported by staff. Children are mostly encouraged to express their imagination and creativity through planned activities; they were observed painting and decorating dragon and cat templates for Chinese New Year. However, templates are not always constructively used as these are cut out for children, aged three, without differentiation. This practice may stifle children's creativity.

Children benefit from staff who have attended training on the Early Years Foundation Stage and use the framework to plan activities on a long and short time basis. Adult led activities are evaluated to ensure children's interests are considered and effectively built upon. Consistent observations are made of what children achieve in their day-to-day activities in order for staff to identify each child's individual learning needs and plan for the next steps of development.

Helping children make a positive contribution

The provision is **good**. All children are treated with equal concern. They are provided with opportunities to learn about the wider world through a range of activities; for example, children celebrate religious and cultural festivals such as Christmas and Chinese New Year and sample food from different cultures.

There are currently no children with learning difficulties and disabilities attending the provision but suitable procedures are in place to provide support; for example, there is a named person who demonstrates the necessary knowledge and skills.

Children generally behave well, which is fostered through positive reinforcement of good behaviour and developmentally appropriate strategies by staff. There is a named person responsible for behaviour management issues who is trained and can fully support peers. However, children were observed displaying unwanted behaviour because the tentative arrangements for organising snack and outside play resulted at times in children being bored and restless.

Children benefit from the very good partnership formed between their parents and staff. Regular exchange of information with parents ensures staff are able to meet individual children's needs and provide care according to parents' wishes. The completion of daily diaries offer parents an insight into their child's time within the provision. Additionally,

should a parent wish to raise concerns regarding the care of their child, an adequate complaints policy is implemented and shared with parents.

Organisation

The organisation is **satisfactory**. Suitable recruitment and vetting procedures are implemented. There is a clear registration system in place for both staff and children. All staff receive induction training which includes policies and procedures; this is reviewed six months after employment commences and periodically at staff meetings to improve and consolidate staff's understanding of what is expected of them. Space and resources are adequately organised to maximise children's learning opportunities. Children are confident within the surroundings and sufficiently occupied. The setting meets qualification requirements and a training action plan is in place; three members of staff are currently working towards a level two qualification. Nevertheless, the overall quality and standards of care could be enhanced through clear organisation of the daily routine, implementation of robust safety procedures and by ensuring the person in charge of the babies' room has suitable experience of working with children under two years.

Adequate policies and procedures are in place and work well in practice to promote children's welfare and copies are available to parents at all times. Other required records and documentation are in place and appropriately maintained. The setting is aware to inform British Forces Early Years Service of any changes that may affect their conditions of registration.

Overall, the setting meets the needs of children for whom it provides.

Improvements since the last inspection

Two recommendations were raised at the previous quality inspection which have all been rectified:

- records are kept of babies food intake and this is shared with parents on a daily basis
- there is now a named staff member within the setting who has responsibility for behaviour management and demonstrates skills to support peers.

Complaints since the last inspection

No complaints were received by British Forces Early Years Service since the last inspection.

THE QUALITY AND STANDARDS OF THE CARE

On the basis of evidence collected on this inspection:

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

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 recommendations:

- review the arrangements for outings and for providing food to minimise waiting time
- promote children's good health and well-being by increasing opportunities for children to experience playing outdoors and improving the health and hygiene practices to reduce the risk of cross infection
- improve safety and security by conducting a risk assessment of the premises which is regularly reviewed and ensuring access to the provision is closely monitored
- ensure the person in charge of the babies' room has suitable experience of working with children under two years
- improve learning outcomes for children by ensuring activities are sufficiently challenging and appropriate for each child's stage of development.