



## Inspection Report For Early Years Provision

Unique Reference Number	BFG02DC180
Inspection Date	1 October 2009
Childcare Inspector	Karen Deans
Registered Provision -Setting Name <i>Suppressed if childminder</i>	Wessex Daycare
Registered Provision -Setting Address <i>Suppressed if childminder</i>	Mayfair Road MB62 Wessex Barracks Lager Oerbke 29683 Bad Fallingbostel
Type of Care	Full Daycare

## 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 <b>good</b> . The registered person <b>meets</b> the National Standards for under 8s daycare and childminding.
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<p>Wessex Daycare opened in February 2006 and is situated in Bad Fallingbostel, Bergen-Hohne Garrison. It is co-ordinated by the Army Welfare Service and serves the needs of military personnel and their families from the surrounding areas.</p>
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<p>Wessex Daycare is located on the ground floor of a newly refurbished, double-storey military building which is shared with the Army Welfare Service Youth Club located on the first floor. The Daycare has sole use of its premises with its own separate entrance. The children are accommodated in two units according to age; one unit is for babies and children under two and the other for children aged two to five years.</p>
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<p>Wessex Daycare is registered to provide full daycare for 93 children from six weeks to under five years. The setting opens five days a week from 08.00 to 17.00 all year round.</p>
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<p>Wessex Daycare premises consist of six play rooms, a large physical play room, an office, a kitchen/staff room, adults' and children's toilets and nappy changing facilities. Children also have access to a large fully enclosed purpose built outdoor area.</p>
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<p>The staff team comprises a manager, two named deputies, 19 keyworkers including supply staff and one member to carry out cleaning duties.</p>
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## THE EFFECTIVENESS OF THE PROVISION

### **Helping children to be healthy**

The provision is **good**. Children are healthy, well nourished and learn to recognise the benefits of good health and hygiene. They are cared for in a very clean and well maintained environment by adults who implement good health and hygiene practices. Children develop a good understanding of personal hygiene because staff ensure they follow effective procedures and practices, such as hand washing before snack time, after participating in messy play activities and after toileting. Suitable hand washing facilities, such as liquid soap dispensers and paper towels encourage self-care skills and minimise the spread of infection. Although staff have to accompany children to the toilet due to the location of the facilities, independence is well promoted. Staff follow effective hygiene procedures when changing nappies; for example, they wear disposable gloves and aprons and disinfect the changing mats between uses. Most staff have completed paediatric first aid training ensuring that children will be attended to immediately and appropriately if they have an accident. Fully stocked first aid boxes are placed around the setting to ensure there is no delay if an accident occurs. Consent has been requested from parents for the seeking of any necessary medical advice or treatment. A detailed written sick child policy is implemented and includes exclusion periods for contagious illnesses, such as diarrhoea and sickness, or childhood illnesses, such as chickenpox. Staff follow effective systems which enable children who are unwell to be cared for appropriately. Some staff are trained in specific procedures to support children with special health needs, such as the administration of an epi-pen. Effective procedures are in place for the recording of accidents and the administration of medication.

Children are offered a wide range of healthy and nutritious snacks which include fresh fruit and vegetables, such as apples, bananas and carrot sticks. The weekly menu provides a good variety of different foods which appeal to children and introduces a range of tastes and textures. Parents provide lunches and the setting shares guidelines with parents to encourage them to include healthy items, thus raising parents' awareness of the setting's aims and objectives in promoting healthy eating and lifestyles. All foods provided by parents are individually labelled and perishable items are stored appropriately in the fridge. Children develop awareness of different food tastes through topic linked activities, such as making pizzas, eating noodles as part of Chinese New Year celebrations and pancakes on Shrove Tuesday. Allergies and dietary requirements are discussed with parents prior to placement and details are accurately recorded and taken heed of. Mealtimes are sociable occasions when children sit with staff and learn good table manners and social skills. Babies feed themselves using fingers, spoons and forks under the close supervision of staff. Children have access to fresh drinking water at all times and babies and young children are offered drinks throughout the day to keep them refreshed.

Children enjoy a range of physical activities that contribute to their good health. A large, fully enclosed purpose built area is available for outdoor play. However, this is currently undergoing a major re-furbishment and is therefore out of bounds to the children. Staff have compensated for this by planning daily opportunities for children to access the large indoor play room where children participate in games and use large and small equipment, for example, climbing frames, a ball pool, wheeled toys, balls and tunnels. Children demonstrate good control, co-ordination and spatial awareness when moving around and are becoming aware that participating in a varied range of activities contributes to keeping themselves healthy. Children practise their fine motor skills as they use a range of tools including scissors, paintbrushes, pencils and cutting tools. Children are frequently taken out on short walks around the setting to gather leaves and conkers and to explore the

woodland environment. Children and babies who are tired can rest and sleep in comfortable and safe areas, in cots or large floor cushions. Individual bedding is provided and sleeping babies and children are checked regularly by staff.

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

The provision is **good**. Children are cared for in an environment where positive steps are taken to promote safety both indoors and out. The security of the premises is effective in keeping children safe. Access is closely monitored by a member of staff at arrival and departure times and visitors are required to sign in, which ensures children are well protected from unvetted adults. The premises are kept secure whilst the provision is in operation and this ensures that no children can leave unsupervised. Good procedures are in place regarding the collection of children and appropriate arrangements are made with staff if anyone other than their parent or carer comes to collect them. Risk assessments are in place and reviewed regularly. Staff assess the safety of all areas before children arrive, however a tripping hazard in the Panda's room has not been identified, which could compromise both staff and children's safety. Staff are proactive in supporting children to learn about keeping themselves safe. They practise emergency evacuation procedures so that everyone knows exactly what to do in the event of a real emergency. However, a recent evacuation drill has not been recorded, which contravenes the setting's fire safety recommendations. Children are appropriately supervised at all times, both indoors and out.

The provision is extremely well organised to provide sufficient space for children to play safely and move around freely. Children are greeted warmly by staff and then go off quickly to seek out and play with their friends. Colourful displays of children's work help develop their sense of belonging and create an attractive environment for them to play. Children independently make choices from an excellent range of easily accessible resources which are stored in labelled containers and trays in low-level units. Clearly defined play areas allow children space to be quiet, use their creativity, extend their imagination and develop their play. Attention to putting toys and games away after use encourages children to keep their play space clear, safe and free from hazards. Age appropriate safety equipment is used; for example, safety gates prevent children accessing unsuitable areas and high chairs with restraints are provided for babies at meal times. Children use suitably sized tables and chairs, which enables them to sit comfortably to undertake activities and eat together. Routines are in place for the maintenance of all resources, toys and equipment.

Children's ongoing safety and welfare is promoted well as staff have a clear understanding of their role and responsibilities with regard to protecting children from abuse and neglect. Staff access training as a priority and have a good knowledge and understanding of the procedures to follow if they had concerns about a child in their care. A child protection statement is in place which highlights the importance of confidentiality and includes procedures for allegations against staff.

### **Helping children achieve well and enjoy what they do**

The provision is **outstanding**. Children enter this brightly decorated and inspiring environment with enthusiasm and confidence. They arrive eager to participate in the excellent range of activities and experiences which await them. Children show high levels of sustained interest in what they do and excellent relationships have been formed with their chosen friends and the staff within the setting. Children achieve well because highly skilled staff use their excellent understanding of the Early Years Foundation Stage framework and use aspects of this in their practice to ensure that firm foundations are set for all future learning and development. Time is taken prior to placement to ensure that information about each child and what they enjoy doing is noted. This provides staff with important, relevant information about children's starting points and enables them to provide

an interesting environment where children feel motivated and cared for. Planning takes place weekly and staff use the observations they have carried out to consider how children's individual needs can be met. Staff implement the keyworker system effectively to ensure all children are monitored and their development and achievements recorded.

Children make good progress because staff provide excellent challenges for them in all areas of learning. Children are involved and engaged in stimulating activities and staff respond enthusiastically to them. They independently access a broad range of resources which support their overall progress. Children enjoy listening to stories with props, such as story sacks and puppets and participate in many activities which develop their understanding of number, letter and shape recognition. Visitors to the setting, such as fire-fighters, help to bring topics to life and provide children with exceptionally good opportunities to extend their understanding about the wider world. Children are able to freely express themselves using a wide range of creative materials. They skilfully stick, paint and create their own pictures which are displayed throughout the setting. There is a good selection of musical instruments and background music is played during the day which children dance and sing along to. Children experience a wide range of resources that encourage their fine motor skills including scissors, threading beads and cutters which enhance their hand and eye co-ordination. They competently make marks on paper with crayons and pencils and are keen to look at photographs displayed around the setting depicting them at play. Parent consultations take place regularly to ensure they are kept up to date and informed of their child's progress.

### **Helping children make a positive contribution**

The provision is **outstanding**. Children's individual needs are met extremely effectively by the staff team through the robust systems that are in place to ensure this. Comprehensive registration forms are completed for each child upon entry to the provision and these contain all the required information for staff to be able to provide appropriate care and meet individual requirements. The gradual process of settling a child into the setting ensures children are comfortable and at ease within the environment, which in turn encourages them to flourish. Children including babies benefit greatly from close and trusting relationships with adults in particular their assigned key persons who use the knowledge they have of each child's preferences, abilities and interests to settle them into the setting. Children develop a good sense of belonging and are able to make informed choices, which promotes their self-esteem and confidence.

An equality and diversity policy is implemented and outlines the setting's commitment to promoting equality of opportunity and anti-discriminatory practice for children and their families. Attractive visual aids which depict a range of people within the community and wider world are prominently displayed around the play rooms. Children learn about diversity through an extensive range of resources which promote positive images of race, culture, gender and disability and include books, puppets and dressing up clothes. Children celebrate a range of festivals throughout the year, such as Chinese New Year, Shrove Tuesday and Diwali and learn about cultures and beliefs during discussions and topics.

The setting has clear procedures in place to support children with special needs. The special needs co-ordinator has attended training and has a detailed knowledge of her role and responsibilities. Children's needs are met through the use of individual care plans which facilitate full integration within the setting. Staff continually work with parents and other professionals to ensure they provide the best possible support and care for each child. There are currently a small number of children attending who speak English as an additional language and key words in their home language have been obtained from their parents enabling them to be fully supported.

Children's positive behaviour is promoted as a result of staff's implementation of effective strategies, such as discussion, distraction and where appropriate, time away from the situation, which enables children to reflect on their actions. Staff are clear, fair and consistent, therefore children are fully aware of the boundaries and expectations of them. Children are kind, courteous and thoughtful to their peers. They are exceptionally well mannered and polite because staff are very positive role models and children learn from the example they set. Children are all involved, active and interested in the wide variety of activities that are provided and are consistently praised for their achievements, which builds and supports the development of their self-esteem. Parents are made aware of the setting's behaviour management policy and the strategies that are used to manage any incidents of unwanted behaviour.

Partnership with parents is outstanding. Children benefit greatly from the strong relationship between their parents and staff. Parents, carers and children are greeted warmly as they arrive each day. They receive a wealth of information that is concise, informative and accurately reflects the care and service provided. In addition to daily verbal information and written communication records, newsletters are sent out to encourage parental participation and provide information about topics, activities and forthcoming events. Parents' notice boards are well presented and kept up to date with information about the Early Years Foundation Stage framework. Children's development and progress is observed, monitored and well recorded and parents are fully aware that they have access to these records at any time ensuring they are able to contribute to their child's care and learning. An open door policy is implemented and parents are informed through the setting's complaints procedure about how they can express any concerns. Parents reflect that they are exceptionally happy with the provision and are kept fully informed about their child's experiences and progress.

### **Organisation**

The organisation is **good**. Children are cared for in a vibrant, caring environment where parents and children are warmly greeted by staff as they enter the provision. Children enjoy an excellent range of stimulating play experiences and opportunities throughout the day that encourages their natural curiosity. They are given choices about the play activities provided each day and freely access the resources, which further increases their feeling of being involved and included. Daily resources are organised well and the staff team are clear of their roles and responsibilities and have set duties. Ratios are maintained at all times and staff deployment is very effective, enabling staff to provide high quality support and supervision for all of the children. An attendance register is completed daily and clearly records arrival and departure times of staff and children so everyone can be accounted for at all times. An operational plan is in place and details how staff plan and provide activities, how space and resources are organised, aims of the setting and the management of staff. All required information and documentation is available for inspection and confidentially stored in filing cabinets which are locked at the end of the session. A comprehensive set of policies and procedures is in place which are reviewed regularly and updated to ensure that they contain all the appropriate information. An effective keyworker system provides consistency of care for both children and parents and, as a result, children and babies are happy, settled and content within the provision. The setting is also developing close working relationships with the local schools, in order to ensure that children benefit from continuity of learning.

Children are cared for by dedicated staff who have a good knowledge and understanding of child development. The vast majority of staff hold relevant childcare qualifications, with the remaining staff currently working towards recognised early years qualifications. Staff

have designated responsibilities for certain areas, for example there are named persons to deal with special needs, behaviour management and child protection issues. Eight of the staff team hold a valid first aid qualification, which enables them to provide appropriate care in an emergency. Priority is given to the continuous development and enhancement of staff's skills and knowledge through training; they demonstrate a clear commitment and are enthusiastic and eager to develop the service provided. Effective contingency plans are in place to deal with staff sickness and absence and these ensure that appropriate ratios are maintained at all times. Regular staff meetings and appraisals ensure that all staff are involved, focused and training needs are discussed, identified and addressed where appropriate. The management and staff work very well together as a team to support children's learning and development.

Overall, the provision meets the needs of all the children who attend.

**Improvements since the last inspection.**

At the last inspection the provision was judged as good with a recommendation given relating to improving the planning of activities to maximise opportunities to extend children's learning and use observations to plan the next steps for children's play, learning and development. Staff have attended the Early Years Foundation Stage training and have started implementing the framework very effectively into their practice. Planning takes place weekly and staff use observations of children's play to consider how individual needs can be met through the activities they provide. Children are now involved, motivated and engaged in stimulating activities.

**Complaints since the last inspection**

Since the last inspection British Forces Early Years has received one complaint in relation to Standard 6: Safety and Standard 12: Working in partnership with parents and carers. An unannounced visit was conducted on 08 January 2009. Following the visit two actions were raised relating to Standard 6: Safety and Standard 14: Documentation. This was to ensure the setting took appropriate measures to keep the premises secure at all times and children were not able to leave them unsupervised and to ensure a system was in place to inform BFEYS of any significant events or changes. BFEYS was satisfied that the provider's response to the actions was appropriate and the provider remained qualified for registration.

## **QUALITY AND STANDARDS OF THE CARE**

On the basis of evidence collected on this inspection:

The quality and standards of the care are **good**. 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:

- take steps to prevent accidental injury by minimising tripping hazards in the Panda's room
- promote safety by ensuring details relating to evacuation drills are recorded.