



Inspection Report For Early Years Provision

Unique Reference Number	BFG02DC122
Inspection Date	21 January 2010
Childcare Inspector	Kim Weaver
Registered Provision -Setting Name <i>Suppressed if childminder</i>	Carpet Commandos Day Nursery
Registered Provision -Setting Address <i>Suppressed if childminder</i>	Rudolstadterweg 13/1 Blankenhagen 33330 Gütersloh
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 good . The registered person meets the National Standards for under 8s daycare and childminding.
--

WHAT SORT OF SETTING IS IT?

Carpet Commandos Day Nursery, previously known as Building Blocks Day Nursery, opened in 1991 and serves the needs of British service families and civilian employees attached to the military community. It is registered for fifty-four children aged from six weeks to five years and occupies premises located within a married quarter estate. Children are accommodated in two units according to age; one unit is used for babies and children under two and the other for children aged two to five years. Each unit consists of two ground floor flats linked by an arch way. Children have access to a large secure outside area that offers a good range of outdoor play opportunities. The nursery has sole use of the premises. Carpet Commandos Day Nursery opens five days a week from 07.45 hrs to 17.15 hrs, all year round. Parents are provided with the choice and flexibility for their child to attend part or full time. There are currently two children attending that have special needs.

The provision is managed by the Army Welfare Service. There are twenty full and part time staff who work directly with the children; the manager, deputy supervisor and two keyworkers hold a level 3 qualification and the other deputy supervisor and four keyworkers are working towards an appropriate qualification. The provision employs two supply staff and a cleaner.

THE EFFECTIVENESS OF THE PROVISION

Helping children to be healthy

The provision is **good**. Children are well cared for in a warm and welcoming environment where they are beginning to learn about the importance of good hygiene practice through the daily routine. Consistent adult support and guidance helps children to become increasingly independent in their personal care, for example, washing their hands before eating, after messy play and after using the toilet. Staff act as good role models for the children and make consistent use of regular routines to support and reinforce good hygiene practice. Good nappy changing procedures are followed for babies and toddlers. All nappy changing areas are kept clean and well ordered; staff wear disposable gloves and aprons, dispose of nappies hygienically and disinfect mats after use.

Children are protected from illness as the setting has clear policies and procedures relating to infectious diseases; a sick child policy is implemented and shared with parents. Children's wellbeing is protected as the majority of staff has received first aid training in paediatric care. Information on infectious and communicable diseases is shared with parents and records are accurately kept of accidents and first aid treatment; this positively promotes children's health and wellbeing.

Children's good health is promoted through the provision of a varied nutritious menu; staff actively encourage the children to try different foods and discuss with parents any specific dietary requirements their child may have and the relevant information is recorded. Babies are fed according to their own individual routine and food is served in a form that is appropriate to their age, chopped or mashed as required. Several staff have completed training in basic food hygiene. Written information about what younger children have had to eat and drink is shared with parents through their child's individual daily record. This helps to foster good partnerships with parents and ensures their wishes are met. Children have free access to drinks throughout the day, have their own labelled bottles and are offered suitable drinks, such as water and milk.

Children of all ages benefit from regular access to the outdoor play area where they can access a wide range of equipment, such as bikes, climbing equipment and slides. They can run freely and develop a basic range of physical skills and control over their bodies. Children demonstrate good skills as they move confidently around the premises and skilfully use the range of large and small equipment provided.

Children are able to rest and be active according to their individual needs. Babies and toddlers sleep according to their individual routines and are appropriately supervised.

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

The provision is **good**. Children are cared for in safe, secure and welcoming surroundings. They are well protected because the provision has good safety procedures which are understood and effectively implemented by all staff. There are effective security systems for entry into the building and both the arrival and collection of the children is well organised. Visitors are required to sign in and out of the provision, with staff ensuring they have no unsupervised access to children. There is an up-to-date record in place of adults authorised to collect children. This helps to keep children safe.

Children move freely and safely around the playrooms which are well set out for the different age groups. Children select activities from good quality toys and equipment,

which are age and stage appropriate, safe and hygienic. Children enjoy easy access to most of the resources, enabling them to be independent when selecting activities. However during the inspection it was observed that some storage containers were stacked high therefore, putting children's safety at risk and limiting their choices.

Children are cared for in an environment where risk assessments are carried out regularly along with daily checks in all rooms, prior to the children's arrival. Children are well supervised and adult-to-child ratios are good, ensuring safety at all times. Emergency evacuation of the nursery is regularly practised with the children and appropriately documented; fire safety equipment is frequently checked.

Children are beginning to learn to keep themselves safe through clear explanations by staff; for example children are reminded to sit still on the chairs as to avoid accidental injury and to pick up toys from the floor to reduce trip hazards.

Children are well protected as the majority of staff have a sound knowledge and understanding of their role in safeguarding children and most have attended relevant training in this area. A clear written policy and procedure is implemented, which ensures children's welfare is appropriately promoted.

Helping children achieve well and enjoy what they do

The provision is **good**. Children enjoy their time in the setting, participating happily and confidently in the stimulating activities provided, well supported by staff who are interested and attentive to their needs. Close and caring relationships are evident and increase children's sense of trust and belonging.

All children have easy access to a wide range of resources and well planned, meaningful activities to support and enhance their learning and development. They begin to make sense of the world and are encouraged to express their ideas as they participate in a diverse range of interesting activities and experiences; for example, they enjoy mark making, construction play and imaginative play with small world figures, stories and reading. They have regular opportunities to take part in activities which stimulate and promote their sensory development effectively; for example, they sing and join in action rhymes showing good rhythm as they wriggle around to the music and have fun. They enjoy singing the 'please and thank you' song before snack and do well persevering at puzzles. Children's creativity is extended through the provision of activities such as drawing and painting using different media.

Babies and younger children also enjoy the environment and benefit from the familiar and comforting care routines, although occasionally, it was observed that some children became restless and agitated for example when having to line up to wash their hands. Decorative mobiles, creative displays of art work provide a range of visual stimulations for babies to watch. There are also toys, such as activity centres which appeal to babies' tactile and aural senses. Babies are well nurtured and receive lots of cuddles and personal attention, as staff skilfully interact with them, developing early communication skills. There is a good balance of child initiated and adult led activities during play which supports children's independence and wellbeing.

An effective system for planning and assessment has been put in place and is being developed in line with the principles of the Early Years Foundation Stage framework. Daily sessions are planned effectively, ensuring a good range of activities and play opportunities are provided to challenge children's thinking and extend their learning. Staff regularly monitor and observe children as they participate in activities, ensuring they are sensitive to

the differing needs of each child.

Helping children make a positive contribution

The provision is **good**. All children have access to a good variety of resources and activities within this welcoming and stimulating environment where children are respected as individuals. A wealth of displays showing children's work contributes to their sense of belonging. Children receive a warm welcome from their familiar key workers and quickly settle to enjoy the day's activities. Staff sensitively support, praise and encourage all children, promoting their self-esteem and confidence, as they become familiar with the routines of the day.

Children are polite and are beginning to learn right from wrong and how to share and be kind to one another as staff provide appropriate support and supervision, encouraging for example the children to tidy up and use good manners. Children enjoy friendly relationships with staff who show interest in children's learning and development and are committed to their work. Children's behaviour is well managed by staff who have a clear understanding of how to use age appropriate strategies in a consistent manner.

Children are beginning to learn about the wider world as they celebrate varied cultural festivals during the year. Children's awareness of our diverse society is further promoted through the provision of a range of multicultural toys and books that reflect positive non-stereotypical images of race, gender and disability. Posters and welcome notices in different languages reflect the positive approach adopted by staff to respecting diversity and valuing parents' differing ethnic backgrounds. Children also benefit from outings into the local community, such as visiting shops and banks, which helps to develop their awareness of the local environment. Children with special needs receive good support from the caring staff, which means they are able to participate fully in the activities and make good progress.

Children benefit from effective information shared with parents through newsletters, detailed notice boards, verbal communication and well documented policies. Photographic displays give parents insight into the varied activities their children participate in and staff share children's progress through individual profiles. Positive comments were received on the day of inspection; parents were very happy with the care provided; they praised in particular the friendly, supportive and welcoming staff and the good progress that they felt their children were making.

Organisation

The organisation is **satisfactory**. Children benefit from the good organisation, leadership and management of the nursery. The premises are well organised with space laid out to maximise play opportunities for the children. Clear policies and procedures are in place which work well in practice and are consistently applied to ensure the provision operates smoothly and efficiently. All legally required documentation which contributes to children's health, safety and wellbeing is in place and is stored securely to maintain confidentiality. All staff are subject to appropriate recruitment, vetting and induction procedures. This ensures that they are aware of their roles and responsibilities and suitable to work with children.

The manager is enthusiastic and committed to her role; this is reflected in the effective management of the setting which ensures that staff are valued and work well together. The manager holds regular staff meetings to support staff and promote team work.

However, although newly appointed staff receive induction training, staff's continuing professional development and progress is not currently effectively addressed, as there is no system in place to review individual training needs, for example through regular appraisals. Additionally, less than half of the staff are appropriately experienced or qualified although in-service training is provided.

Appropriate ratios are maintained to ensure that children receive good levels of support. Staff are effectively deployed, which ensures that children are well supported in their play and learning. There are two named deputies who are able to take charge in the absence of the manager.

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

Improvements since the last inspection

At the previous inspection, the setting was given a number of recommendations which have been addressed. Positive steps have been taken to promote safety; daily checks are carried out, broken equipment is discarded and regular risk assessments conducted. In-service training has been provided by the Army Welfare Service for staff on interacting with children which positively promotes children's early language and thinking skills. All documentation is accurately maintained and available for inspection.

Complaints since the last inspection

Since the last inspection, British Forces Early Years Service has received one complaint relating to National Standard 2 - Organisation, National Standard 7 - Health, National Standard 8 - Food and drink and National Standard 12 - Working in partnership with parents and carers. British Forces Early Years Service conducted an unannounced visit on 27 October 2009. The investigation covered staff deployment and contingency arrangements, induction and training provision for staff, procedures for providing food and drink for babies (Annex A) and complaint procedures. The provider responded by submitting an action plan detailing the measures taken to address the various issues; British Forces Early Years Service was satisfied that by taking these steps the provider was able to meet the requirements of the National Standards and remained therefore 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:

- improve storage facilities in Butterflies room to promote safety and children's independent choice
- consider ways of using appraisals to address the continuing training needs of staff
- review the organisation of hand washing routines to positively support the needs of children aged two to three years.