

Three Bears Nursery

226 Otley Road, Leeds, West Yorkshire LS16 5AB



Inspection date	21 August 2018
Previous inspection date	15 March 2018

The quality and standards of the early years provision	This inspection:	Good	2
	Previous inspection:	Not applicable	
Effectiveness of leadership and management		Good	2
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Good	2
Outcomes for children		Good	2

Summary of key findings for parents

The provision is good

- The management team accurately evaluates the quality of the nursery. It includes the views of parents to help to identify areas for further improvement. For example, the outdoor play environment and resources have been enhanced to extend opportunities for children to develop their physical skills.
- Staff, particularly those working with babies, are very nurturing and caring. Children and their parents build warm and trusting relationships with staff, which supports children's emotional well-being.
- Staff use observations and assessments of children's progress well to plan for their next steps in learning. All children make good progress from their starting points.
- Staff support children who have special educational needs and/or disabilities well. They work effectively with parents, other professionals and external agencies to meet all children's learning and care needs.
- Staff ensure that children are safe in the nursery and outdoor environment. They carry out regular risk assessments and minimise hazards effectively.

It is not yet outstanding because:

- Monitoring of staff practice is not consistently sharply focused on raising the teaching skills of individual staff to the highest levels.
- On occasions, routine and group activities are not organised sufficiently well to ensure that all children remain fully engaged.

What the setting needs to do to improve further

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

- refine the monitoring of staff practice so that there is an even sharper focus on enhancing their already good teaching skills
- support children's engagement to the highest possible level, particularly during group times and routine activities.

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 spoke with staff and children during the inspection.
- The inspector held a meeting with the deputy manager. She looked at the relevant documentation and evidence of suitability of staff working at the nursery.
- The inspector completed a joint observation with the deputy manager.
- The inspector spoke to parents during the inspection and took account of other parents' views through written feedback.

Inspector

Judith Bodill-Chandler

Inspection findings

Effectiveness of leadership and management is good

Arrangements for safeguarding are effective. Staff confidently identify signs of abuse and know how to report concerns about children's welfare or inappropriate practice.

Recruitment procedures are robust and the ongoing suitability of staff is monitored. The management team has put in place individual supervisory sessions, staff meetings and some training. This helps staff to understand their role in supporting young children's learning, overall. The deputy manager effectively monitors the progress of different groups of children. This enables her to identify any gaps in children's development and take steps to close these. For example, when children were not progressing as well in mathematics as in other areas, staff provided additional activities to address this. Parents are complimentary about the nursery.

Quality of teaching, learning and assessment is good

Staff are well qualified and use their knowledge effectively to plan a stimulating and organised environment, which support children's play and learning. All staff support children's language and communication effectively. For example, staff working with babies model clear words and repeat and rephrase what children say. Older children are challenged to think more deeply. Staff encourage children's mathematical development well. Toddlers enjoy sorting teddy bears by colour, while older children confidently count during group times. Staff have good relationships with the local primary schools. This contributes towards continuity in children's learning and development and a smooth transition to school.

Personal development, behaviour and welfare are good

Staff provide a variety of opportunities for children to learn about the differences between themselves and other people. For example, they acknowledge national and religious festivals and help children to develop their understanding of these. Staff are good role models and promote positive behaviour. They give children plenty of praise for their achievements, helping to raise their self-esteem. Children are provided with a good range of freshly prepared, nutritious meals and snacks, which contributes significantly towards keeping them healthy. Staff promote good hygiene and children's independence in personal care routines.

Outcomes for children are good

Children become confident, independent learners and mix well with others. They make friends and learn to share and take turns. Children progress their literacy skills well. Older children proudly share the 'secret notes' which they write in the garden, while babies sit happily with staff as they enjoy sharing books. Children develop the skills needed for their future learning and the eventual move on to school.

Setting details

Unique reference number	EY295764
Local authority	Leeds
Inspection number	10059714
Type of provision	Full day care
Registers	Early Years Register
Day care type	Childcare on non-domestic premises
Age range of children	0 - 4
Total number of places	48
Number of children on roll	59
Name of registered person	Alhamdani Consultants Ltd
Registered person unique reference number	RP525101
Date of previous inspection	15 March 2018
Telephone number	0113 2759393

Three Bears Nursery registered in 2005. The nursery employs 12 members of childcare staff. Of these, 10 hold appropriate early years qualifications at level 3 or above, including one member of staff who hold early years professional status and four members of staff who hold relevant childcare degrees. The nursery opens all year round, from 7.30am to 6pm from Monday to Friday. The nursery provides funded early education for two-, three- and four-year-old children.

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