

Norton Hall Children and Family Centre

Ralph Road, Birmingham, West Midlands, B8 1NA



Inspection date	18 November 2016
Previous inspection date	5 September 2013

The quality and standards of the early years provision	This inspection:	Outstanding	1
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Outstanding	1
Quality of teaching, learning and assessment		Outstanding	1
Personal development, behaviour and welfare		Outstanding	1
Outcomes for children		Outstanding	1

Summary of key findings for parents

This provision is outstanding

- Leaders and managers are ambitious and work conscientiously to improve the outcomes for children. They have created a culture of reflective practice, which is evident in the comprehensive review of all aspects of their work. The highly experienced staff team works extremely well to maintain continuous improvement in the nursery.
- Robust monitoring and assessments of children's development ensure that gaps in learning are closed successfully. Effective teaching strategies help all children to achieve their potential and they make rapid progress in their speaking, listening and confidence.
- Children are cared for in a highly inviting environment with a vast range of exciting resources, both indoors and outside. Children's emotional and social skills are exceptionally well promoted. Children's behaviour is exemplary and they treat others with respect, care and consideration.
- The partnerships with parents are extremely successful. Parents receive individualised homework baskets to continue with children's learning at home and they are informed regularly about their children's progress. Parents describe the learning and care provided as outstanding. Parents say that staff are flexible, highly supportive and extremely responsive to the children's needs.

What the setting needs to do to improve further

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

- review the impact of planned changes to provide more opportunities for children to sustain their thinking and express their ideas more clearly and assess the effect these changes have on outcomes for children.

Inspection activities

- The inspector observed the quality of teaching during activities indoors and assessed the impact this has on children's learning.
- The inspector completed joint observations with the nursery manager.
- The inspector held a meeting with the nursery manager. The inspector looked at relevant documentation, such as the nursery's self-evaluation and evidence of the suitability of staff working in the nursery.
- The inspector spoke to a selection of parents, staff and children during the inspection and took account of their views.

Inspector

Adelaide Griffith

Inspection findings

Effectiveness of the leadership and management is outstanding

Leaders and managers have a thorough understanding of the requirements and provide excellent leadership for staff. The arrangements for safeguarding are effective. Managers deal with concerns rigorously and staff are extremely knowledgeable about their responsibilities to protect children. All staff, parents and children contribute to the robust self-evaluation. Continual performance management, along with professional development that is extremely well targeted, has raised the quality of the nursery to outstanding levels. For example, following training, staff combine their newly acquired knowledge with their wide-ranging skills to help children achieve remarkable progress in communication. Staff work extensively with other professionals to ensure children receive support to meet their individual needs.

Quality of teaching, learning and assessment is outstanding

Highly experienced staff promote children's learning through stimulating, enjoyable activities. Staff follow children's lead very skilfully to plan for their individual learning. They make extensive use of children's suggestions and link these with information from observation and assessment to provide high levels of challenge. Staff caring for two-year-old children provide positive encouragement so that they name shapes and colours and develop their play imaginatively. Children demonstrate excellent understanding of daily living activities as they make tea and share this with staff. Staff caring for older children provide opportunities for them to explore textures, name shapes within ice and examine changes as they mix paints. The manager recognises that occasionally staff do not follow through in their teaching to help children sustain their thinking and extend their ideas. All staff motivate children exceedingly well with lots of praise and encouragement, which helps them to concentrate fully.

Personal development, behaviour and welfare are outstanding

Children's emotional and social well-being are promoted considerably. Staff carry out initial home visits, which lay a firm foundation that enables children to build strong relationships. Children form substantial bonds with key persons. They cuddle children affectionately and provide nurturing individual attention. Children witness enormously effective interactions between their parents and staff. As their sense of security grows in the nursery, children's self-confidence and self-awareness develop significantly. This enables all children, including those who have special educational needs, to make great strides in their personal development. Children develop high levels of independence as they put on coats and shoes with minimal assistance. They have a thorough understanding of healthy lifestyles and enjoy balanced meals and outside play daily. Children's awareness of the world beyond their communities is promoted substantially through planned activities.

Outcomes for children are outstanding

All groups of children, including those in receipt of additional funding, make significant progress from their starting points. Children thrive and develop skills as extremely active, confident learners. They develop essential skills for their future and are fully prepared for the next stage in their learning at nursery and at school.

Setting details

Unique reference number	EY300034
Local authority	Birmingham
Inspection number	1064687
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Age range of children	2 - 4
Total number of places	40
Number of children on roll	60
Name of registered person	Norton Hall Children & Family Centre
Registered person unique reference number	RP907731
Date of previous inspection	5 September 2013
Telephone number	0121 328 3043

Norton Hall Children and Family Centre re-registered in 2006. The setting employs 10 members of childcare staff. All staff hold appropriate qualifications at level 3, 5, 6 or 7. The nursery opens from Monday to Friday all year round, except for bank holidays and two weeks at Christmas. Sessions are from 8am to 6pm. The nursery provides funded early education for two-, three- and four-year-old children. It supports children who speak English as an additional language and those who have special educational needs or disabilities. The centre offers out-of-school provision, which includes an after-school club and a holiday playscheme. The after-school club opens from 3pm to 6pm during term time. The holiday playscheme opens from 8am to 6pm each day of the school holidays.

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