

The Heathers Nursery

Bracken Avenue, Norwich, Norfolk, NR6 6LS



Inspection date	8 December 2017
Previous inspection date	24 January 2017

The quality and standards of the early years provision	This inspection:	Good	2
	Previous inspection:	Requires Improvement	3
Effectiveness of the 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

This provision is good

- Since the last inspection, the manager and her team have worked hard to raise the quality of teaching to a good level. They regularly review the quality of the nursery and think of new ideas to continue to improve outcomes for children.
- Parents are involved well in children's learning. Staff talk regularly to parents to find out what children are interested in. They use this information to plan activities that help children achieve their next steps in learning.
- Children, including those who speak English as an additional language, make good progress in their learning. They learn important skills to help them to be ready for starting school.
- Parents report that their children settle well when they start at the nursery. They appreciate the opportunity to spend time in the nursery with their child before they start attending. This helps them to get used to the new environment.
- Staff speak passionately about the training they attend to help them teach mathematics. They use their newly acquired knowledge to provide imaginative and fun ways for children to learn how to count, identify numbers and compare quantities.

It is not yet outstanding because:

- Some staff miss opportunities to encourage children to try to do things for themselves.
- The teaching of early reading skills is not consistently of the highest quality, to help children further develop their awareness of rhyme, rhythm and hear sounds in words.

What the setting needs to do to improve further

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

- make the most of opportunities to encourage children to try to do things for themselves
- provide more rich and varied experiences to help children develop their early reading skills.

Inspection activities

- The inspector observed activities in the two nursery rooms and the outdoor area. She assessed the impact activities have on children's learning.
- The inspector spoke to children and staff during the inspection to obtain their views.
- The inspector completed a joint observation with the manager.
- The inspector held a meeting with the manager. She looked at relevant documents, including the nursery's self-evaluation form and evidence of the suitability of staff.
- The inspector spoke to a number of parents and took account of their views.

Inspector

Helen Hyett

Inspection findings

Effectiveness of the leadership and management is good

The manager has worked well, with support from the local authority, to address the actions raised at the last inspection. For example, staff visited another setting to find out how to improve the quality of staff supervision. From this, they developed their own agenda for supervision meetings which focuses on developing staff skills and improving outcomes for children. Good levels of support are put in place for staff to improve their planning and assessment of children's learning. For example, where needed, staff receive mentoring from senior staff. The manager checks how groups of children are progressing to identify where children may require extra support. Safeguarding is effective. Staff are able to identify signs that may indicate that children are at risk from harm. They understand the procedures to report their concerns to the relevant authorities.

Quality of teaching, learning and assessment is good

Staff make regular and precise observations of children's learning. They consider what children need to learn next and use this information to plan activities that children enjoy. The manager has put an effective system in place to ensure that staff carry out the required progress check for children aged between two and three years. Staff interact and play with children well, helping them to develop their knowledge. They add comments and ask questions to help extend children's understanding. When children weigh small toy teddies, staff encourage them to use words, such as 'more' and 'heavy' to help them to compare quantities. Staff help children to learn about the world. For example, on a very cold day, they provide ice cubes outdoors for children to explore and investigate. Staff have recently introduced parent consultations, where they talk to parents in more detail about their child's development and provide ideas to help them support their child's learning at home.

Personal development, behaviour and welfare are good

Children show that they are happy and settled in the nursery. Staff are quick to offer a cuddle for children if they become upset or worried. Children have lots of opportunities for fresh air and outdoor play. They develop their physical skills through yoga sessions where they learn to balance and stretch. At snack time, children enjoy a range of fruit and vegetables. Staff encourage children to say 'please' and 'thank you', and praise them for their good manners. Children behave well at the nursery. Staff gently encourage children to follow the rules and explain why these are important.

Outcomes for children are good

Outcomes for children are good. Children learn to say new words and speak in sentences. They use number names as they count the amount of objects. Children make choices about what they want to play with and what they would like to eat. They learn how to follow rules and the routines of the day. Staff identify children who are entitled to additional funding and use this well to close gaps in learning. For example, they use their assessments to identify areas where children are working below age expectations. Staff then use funding to provide additional experiences to help children catch up.

Setting details

Unique reference number	257937
Local authority	Norfolk
Inspection number	1084064
Type of provision	Sessional provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register
Age range of children	2 - 4
Total number of places	44
Number of children on roll	49
Name of registered person	The Heathers Nursery Committee
Registered person unique reference number	RP519097
Date of previous inspection	24 January 2017
Telephone number	01603 485371

The Heathers Nursery registered in 1996. The nursery employs 10 members of childcare staff, an administrator and a cleaner. Eight members of staff hold appropriate early years qualifications at level 3 and two hold qualifications at level 2. Sessions are from 8.45am until 11.45am and from midday until 3pm, during term time. The nursery runs a lunch club from 11.45am until midday. A breakfast and after-school club are also available from 8am until 8.45am, and from 3pm until 4pm. The nursery provides funded early education for two-, three- and four-year-old children.

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