

Fledgelings Nursery

The Grove Green Community Centre, Penhurst Close, Weaving, Maidstone, Kent,
ME14 5BT



Inspection date

9 May 2018

Previous inspection date

2 March 2015

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Requires improvement	3
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Requires improvement	3
Outcomes for children		Good	2

Summary of key findings for parents

This provision requires improvement. It is not yet good because:

- Strategies to manage children's behaviour have not been consistently implemented. At times, staff do not manage the behaviour of some children effectively.
- The systems for monitoring staff practice are not effective in consistently helping staff to improve their practice and raise their knowledge and skills even further.
- Staff do not consistently organise all aspects of mealtimes well. This means that, on occasions, the routine becomes slightly chaotic and staff are not able to ensure all children understand what is expected of them.
- At times, some staff do not use their good knowledge of how children learn to build on children's play and support learning to the highest level.

It has the following strengths

- Staff have good relationships with parents. They share information that helps to support children's learning, development and care needs. Staff work effectively with families to identify targets to support children's learning.
- Staff monitor and track children's development well. They swiftly target any emerging gaps in their progression. This helps to ensure that children are well supported to make progress in their learning.
- Children form strong emotional attachments with the staff. They are happy, settled and secure. Children seek the attention of the caring and sensitive staff, who offer them lots of support. This helps children to develop confidence and self-esteem.

What the setting needs to do to improve further

To meet the requirements of the early years foundation stage and the Childcare Register the provider must:

	Due Date
<ul style="list-style-type: none"> ■ ensure strategies to manage children's behaviour are embedded in practice and used consistently by all staff 	12/06/2018
<ul style="list-style-type: none"> ■ establish fully systems for monitoring staff practice to provide highly focused support, coaching and training to help staff extend their knowledge and skills. 	12/06/2018

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

- review and improve mealtime routines to help ensure that staff effectively support all children's care needs
- build on staff's interactions with children so all staff are highly effective in making the most of opportunities to extend children's learning as they play.

Inspection activities

- The inspector spoke to the manager at different times throughout the inspection, to discuss practice and to invite her to complete a joint observation.
- The inspector spoke to parents and children about aspects of the nursery and considered their views.
- The inspector observed interactions between the staff and children during play activities.
- The inspector viewed a range of developmental records and spoke to key staff about children's progression.
- The inspector viewed a range of documentation, including staff records, monitoring information and policies.

Inspector

Amanda Vidler

Inspection findings

Effectiveness of the leadership and management requires improvement

Safeguarding is effective. The manager is well aware of her responsibilities. She ensures that staff are confident in recognising and recording concerns, such as any changes to a child's personality or well-being. Staff have a clear understanding of the relevant processes and procedures to follow in regards to safeguarding. The manager recognises the importance of ongoing professional development. The majority of staff hold appropriate qualifications and attend training. However, supervision arrangements are not currently used effectively to help staff to recognise areas for their development to extend their skills to the highest level. The manager considers the views of others to help her evaluate the nursery provision. She works with staff to make some positive changes to develop practice further.

Quality of teaching, learning and assessment is good

Staff provide a welcoming and stimulating environment. Children have easy access to a good range of resources indoors and outside. Staff regularly observe children in their play. They successfully use these observations to plan experiences to support individual children to develop and practise new skills. Overall, staff support children's learning effectively. For example, staff use well-considered questions to encourage children to think and talk about where the sun has gone. Staff listen well, as children use their developing language skills to talk about the 'fluffy clouds'. Staff repeat their words and extend their ideas to help develop their understanding further. Staff encourage children to compare and use their developing mathematical language to discuss the size of play dough worms. Children talk about the smallest worm as being the 'baby'.

Personal development, behaviour and welfare require improvement

Staff maintain a safe environment. They are kind, caring and know the children and their families well. They have accurate expectations of children and support them well to try new things. However, there are inconsistencies in the management of some children's behaviour and therefore they are not consistently supported to learn about how their actions affect others. Staff provide healthy snacks and teach children to manage their own hygiene needs, such as handwashing. However, staff have not effectively considered how to manage larger groups at mealtimes. This means that, on occasions, some children are unsure of the routine and become distracted. Children's independence is fostered well. For example, with support children learn to change their own shoes. They talk about their 'outdoor shoes' as being able to 'get muddy', but 'not their indoor shoes'.

Outcomes for children are good

Children are keen learners who develop and practise the skills they need to support their future learning. For example, children practise their emerging early writing skills as they use brushes to paint pictures with water. Other children show pride as they use their well-developed skills to write their names. They talk about being able to do 'good writing' and being able to 'put letters in order' to help them be ready for school.

Setting details

Unique reference number	EY277842
Local authority	Kent
Inspection number	1091871
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	30
Number of children on roll	33
Name of registered person	Alison Christine Truss
Registered person unique reference number	RP908463
Date of previous inspection	2 March 2015
Telephone number	07783573885

Fledgelings Nursery registered in 2004 and is open Monday, Tuesday, Wednesday and Friday from 9.30am until 2.30pm, school term time only. The provider employs eight staff, seven of whom, including the provider, hold appropriate early years qualifications at level 2 or above. The nursery is in receipt of funding for the provision of free early education for two-, three- and four-year-old children.

This inspection was carried out by Ofsted under sections 49 and 50 of the Childcare Act 2006 on the quality and standards of provision that is registered on the Early Years Register. The registered person must ensure that this provision complies with the statutory framework for children's learning, development and care, known as the early years foundation stage.

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