

# The Kids' Academy

Springhealth Leisure Club, Pools on the Park, Twickenham Road,  
RICHMOND, Surrey TW9 2SF



<b>Inspection date</b>	16 April 2019
Previous inspection date	16 May 2016

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Good</b>	<b>2</b>
	Previous inspection:	Good	2
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

### This provision is good

- The manager provides a clear direction for the further development of the provision. She creates an open and welcoming environment and seeks the views of staff, parents and children to identify and make improvements.
- Staff accurately assess the level of children's abilities and achievements on entry to the nursery. Children are confident in their environment and are making good progress from their starting points.
- Parents have many ways to share information with staff and to keep in touch with nursery life. They are very positive about the progress their children make and the care staff show towards their children.
- Staff interact warmly with all children. They support their language skills well, including children learning English as an additional language.
- Staff recruitment and induction processes are robust and ensure the suitability of all individuals who are working directly with children, including on an ongoing basis.
- At times, staff provide too much direction to children which on some occasions reduces opportunities for creative thinking and individual activity.
- On a few occasions, staff do not provide clear explanations to children about what is expected of them.

## What the setting needs to do to improve further

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

- strengthen staff organisation of activities to maximise children's creative and independent thinking and engagement
- enhance staff knowledge even further to ensure they consistently provide clear explanations to children about what is expected of them.

### Inspection activities

- The inspector took into account the views of parents spoken to on the day.
- The inspector observed the quality of teaching and the impact on children's learning.
- The inspector conducted a joint observation with the manager.
- The inspector held discussions with the provider, operations director, manager, children and staff at appropriate times during the inspection.
- The inspector looked at various documents, including policies and procedures, risk assessments, staff training records, records for children and evidence of the suitability of staff.

**Inspector**  
Jane Franks

## Inspection findings

### Effectiveness of leadership and management is good

Safeguarding is effective. Staff know what procedure to follow if they are concerned about the welfare of a child in their care. Their safeguarding knowledge is current and regularly reviewed. The manager and staff supervise children vigilantly and embed policies and procedures into daily practice. For example, robust risk assessments help to minimise hazards and to ensure a good standard of hygiene. Overall, staff are generally well supported. They attend mandatory training and regular meetings where they reflect on the quality of their provision and discuss their performance. The manager monitors children's progress and works closely with staff to identify and swiftly close any emerging gaps in children's development. For example, staff have recently incorporated further learning experiences to support children's developing literacy skills. This continues to have a positive impact on outcomes for children.

### Quality of teaching, learning and assessment is good

Staff complete observations and assessments of children's learning regularly and share these with parents. They provide a broad range of activities and provide a welcoming environment for children. Older children are inquisitive learners. For example, they hunt for objects around the garden, work out how to transport them successfully and show a good awareness of weight, shape and size. Babies complete puzzles and demonstrate good matching skills, and toddlers discover how to make marks with resources of interest. Children enjoy singing number rhymes. They look at books and listen to stories, and staff use opportunities such as these to engage them in discussion. This helps to support children's communication and early mathematical skills.

### Personal development, behaviour and welfare are good

Children are happy and enter the nursery with enthusiasm. They understand the importance of different healthy practices, such as washing their hands and cleaning their teeth. Children enjoy sitting together and socialising during mealtimes, pouring their own drinks and serving their own food. They discuss healthy options and show an awareness of food that is good for their bodies and that helps them grow. Parents comment very positively on the successful support they receive, such as on toilet training. Children have regular opportunities to play outside in the fresh air. They enjoy transporting water across the garden and watering their plants and flowers. Staff help children to learn to respect each other and gain an understanding of other cultures and religions. They extend children's experience of the wider community. For example, children visit local parks and enjoy outings, such as to the circus.

### Outcomes for children are good

Children show good social skills. They are polite, friendly and confident around adults and children alike. Children have many opportunities to develop their independence. They listen carefully to instructions and understand the nursery routine. Staff promote children's mark-making and early writing skills. They develop their ability to control a pencil. Children are developing the key skills they need in preparation for school.

## Setting details

<b>Unique reference number</b>	EY334029
<b>Local authority</b>	Richmond Upon Thames
<b>Inspection number</b>	10073667
<b>Type of provision</b>	Childcare on non-domestic premises
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Day care type</b>	Full day care
<b>Age range of children</b>	1 - 4
<b>Total number of places</b>	36
<b>Number of children on roll</b>	13
<b>Name of registered person</b>	TKA Management Limited
<b>Registered person unique reference number</b>	RP903380
<b>Date of previous inspection</b>	16 May 2016
<b>Telephone number</b>	020 8332 9687

The Kids' Academy registered in 2006. It is located in the grounds of Pools in the Park in the Borough of Richmond upon Thames, Surrey. The nursery operates from 7.30am to 6pm on Monday to Friday, throughout the year, except for bank holiday closures. There are four members of staff who work at the nursery, including the manager. Of these, three hold relevant qualifications at level 3 and one holds a qualification at level 6. The nursery receives funding to provide free early education for children age two, three and four years.

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