

# Crossley Mill Nursery

New Road, Hebden Bridge, West Yorkshire HX7 8AD



<b>Inspection date</b>	15 August 2019
Previous inspection date	23 April 2015

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b> Previous inspection:	<b>Inadequate</b> Good	<b>4</b> 2
Effectiveness of leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Good	2

## Summary of key findings for parents

### This provision is inadequate

- The management board has failed to provide Ofsted with the required information about all members of the board in a timely manner. This prevents Ofsted from completing the necessary suitability checks for the individuals involved in making decisions that affect children who attend nursery.
- Staff do not consistently adapt their teaching during activities to closely meet the particular interests and development stage of all children and enable them to participate fully.

### It has the following strengths

- Staff promote children's communication and language skills extremely well. They introduce new words to help extend children's vocabulary and give clear explanations about the meaning. Children show good memory recall and use the new words they learn in the correct context. They develop excellent language skills and speak fluently using well-constructed sentences.
- Parents are highly complimentary about the nursery and are particularly pleased with the settling-in process. They value the community feel of the nursery and how their children are supported to learn about other cultures and traditions. Parents state that the facilities are fantastic, their children love learning new things and they develop amazingly well at nursery.
- Staff build strong relationships with children and provide a nurturing and settled experience for them. Key persons support children's social and emotional development very well. Babies, toddlers and older children display how safe and secure they feel in nursery. Older children talk extremely confidently to visitors about what they do at nursery and invite them to have lunch.
- Partnerships with local schools are well developed. Staff take children on visits to school to help them become familiar with the environment. They discuss children's learning and development and share learning records with teachers. This helps to support a smooth move to school for children.

## What the setting needs to do to improve further

### To meet the requirements of the early years foundation stage the provider must:

	Due date
ensure that Ofsted is provided with the required information in a timely manner to enable suitability checks to be completed on all management board members, in order to effectively safeguard children.	26/09/2019

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

- enhance teaching during play activities and take greater account of the developmental stage and abilities of children so that all can fully participate to the highest level.

### 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 held meetings with managers and the chairperson of the management board. She checked policies and procedures, staff qualifications and evidence of the suitability of staff and members of the management board.
- The inspector completed a joint observation with the nursery manager and discussed the nursery's self-evaluation with managers and the chairperson of the management board.
- The inspector spoke to parents during the inspection and took account of their views.
- The inspector spoke with children and staff at appropriate times during the inspection.

### Inspector

Angela Sugden

## Inspection findings

### Effectiveness of leadership and management is inadequate

Safeguarding is ineffective. The management board has failed to notify Ofsted in a timely manner about changes to the board. Therefore, the required checks have not been completed to determine their suitability for the role. Additionally, members of the board whose suitability has not been assured by Ofsted make decisions that impact on children. Nevertheless, the nursery managers ensure that all staff who work directly with the children are suitable. Staff have a clear understanding of child protection and are alert to the possible signs of abuse and neglect. Managers provide staff with regular supervision, staff meetings and a range of training and opportunities to gain qualifications. This helps to support consistently good and some outstanding teaching. Managers monitor the progress that individual children and different groups of children make in their learning. They consistently review the quality of the day-to-day nursery provision and accurately identify a range of strengths and areas for further improvement.

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

Qualified staff complete clear and precise observations of children's learning and accurately assess their development. They work closely with parents and health visitors to complete children's developmental reviews. Children show good levels of imagination when they play in the sand. They dress up in embroidered jackets and swimming costumes and articulately describe how they are going to a 'beach wedding'. Babies show curiosity in a mobile hanging from the ceiling. Staff skilfully tune into their non-verbal communication. For example, they used sensitive and expressive tones as they lifted babies up to look closely and explore the mobile. Babies showed great excitement and giggled with delight. Staff support children's mathematical development well. Older children can correctly identify the individual numbers they need to make bigger numbers.

### Personal development, behaviour and welfare are inadequate

Overall, children's welfare is not assured. The management board does not implement robust processes to ensure that all board members' suitability has been checked in a timely manner through Ofsted. That said, staff provide children with a homely and calm environment. Children are extremely polite and say 'excuse me' when taking part in group activities. They behave exceptionally well. Staff provide plenty of space and encouragement in the baby room. Babies confidently crawl and pull themselves up to a standing position. Staff also ensure that children spend time outdoors in the exciting garden each day. Children are very energetic and display good physical skills as they run and pretend to be dinosaurs. The nursery cook provides fresh and nutritious vegetarian meals for children each day. Children independently serve their own food at lunchtime.

### Outcomes for children are good

Children make good progress and some make excellent progress in their learning. They are motivated and show high levels of concentration during their play. Young children recognise different objects that are the same colour. Older children write their own name and a wide range of other words correctly. They also accurately read what they write.

Children develop the positive attitudes, skills and knowledge they need for the future.  
They are very well prepared for school.

## Setting details

<b>Unique reference number</b>	303727
<b>Local authority</b>	Calderdale
<b>Inspection number</b>	10070099
<b>Type of provision</b>	Childcare on non-domestic premises
<b>Registers</b>	Early Years Register
<b>Day care type</b>	Full day care
<b>Age range of children</b>	0 - 10
<b>Total number of places</b>	61
<b>Number of children on roll</b>	103
<b>Name of registered person</b>	The Hebden Bridge Nursery Action Group Limited
<b>Registered person unique reference number</b>	RP524666
<b>Date of previous inspection</b>	23 April 2015
<b>Telephone number</b>	01422 845820

Crossley Mill Nursery registered in 1998. The nursery employs 17 members of childcare staff. Of these, three hold appropriate early years qualifications at level 6, one holds level 5, one holds level 4, and 11 hold level 3. The nursery opens from Monday to Friday all year round. Sessions are from 7.30am until 6pm. The nursery provides funded early education for two-, three- and four-year-old children. It also provides a holiday club during some school holidays, from 7.30am to 6pm.

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.

Any complaints about the inspection or the report should be made following the procedures set out in the guidance *Complaints procedure: raising concerns and making complaints about Ofsted*, which is available from Ofsted's website: [www.ofsted.gov.uk](http://www.ofsted.gov.uk). If you would like Ofsted to send you a copy of the guidance, please telephone 0300 123 4234, or email [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk).

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk).

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit [www.nationalarchives.gov.uk/doc/open-government-licence/](http://www.nationalarchives.gov.uk/doc/open-government-licence/), write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: [psi@nationalarchives.gsi.gov.uk](mailto:psi@nationalarchives.gsi.gov.uk)

This publication is available at [www.ofsted.gov.uk/resources/120354](http://www.ofsted.gov.uk/resources/120354).

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: [www.ofsted.gov.uk/user](http://www.ofsted.gov.uk/user).

Piccadilly Gate  
Store Street  
Manchester  
M1 2WD

T: 0300 123 4234  
Textphone: 0161 618 8524  
E: [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk)  
W: [www.ofsted.gov.uk](http://www.ofsted.gov.uk)

