

# Inspection of Fusion Childcare Services

The Grove Infant & Nursery School, Dark Lane, HARPENDEN, Hertfordshire AL5 1QD

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Inspection date: 4 December 2019

**The quality and standards of early years provision**

**This inspection**

**Met**

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Previous inspection

Outstanding

## **What is it like to attend this early years setting?**

### **This provision meets requirements**

Children enjoy their time at Fusion. They enjoy selecting activities set out in the playground that suit their many different interests. Some children grasp opportunities to try sports, such as archery or football, while others prefer to help decorate a large cardboard house. When the time comes to go inside, children help to pack away the toys and resources. They enthusiastically follow the leader and meander their way back into the school, purposefully negotiating small obstacles including a bench and low wooden bridge on the way. This helps refine children's coordination and adds fun to a routine event.

When children first join Fusion, they are teamed with a buddy to help them settle. Older children enjoy helping and supporting younger children, who quickly gain confidence. They happily play with others in different year groups, helping to form many close friendships. Children settle very quickly, helping them feel safe and secure at Fusion.

Children are able to relax in a quiet area if they are feeling tired. They snuggle up on soft cushions and enjoy stories that staff read to them or they read themselves. A visual timetable helps children understand the daily routine. Staff show children the pictures, helping to reduce any anxieties children might have when they are unsure when they will be collected.

### **What does the early years setting do well and what does it need to do better?**

- Children behave very well. They follow the clear rules and are respectful of others. Children ask to create activities and mini clubs to share with others. They embrace the leadership roles they take on, modelling the examples set by the dedicated and enthusiastic staff who care for and support them.
- The owner and manager have high expectations of staff and children. They fully involve staff in helping to evaluate the quality of care and attention. Staff enhance their knowledge and understanding through regular training. This contributes to continual improvements made at Fusion.
- An experienced cook helps to ensure that freshly made hot meals are nutritious and varied. Staff ensure that children with special dietary requirements only receive food suitable for their needs. This helps to keep children healthy.
- The manager and her team work very closely with school staff. They find out what children have been learning about and build on these ideas and themes in the club. This helps to strengthen children's understanding of what they already know.
- Each key person builds a strong relationship with children and parents. They share information about children's progress and find out from parents what

children are interested in. This helps staff shape activities that children find exciting and enjoyable.

- Staff encourage children to feel valued at Fusion. They give children opportunities to vote for their preferences and to make choices for themselves. This helps them learn about democracy and fairness. Children are motivated to gain house points for their allocated house. They record the number of points they have on a chart and are proud of their achievements.
- Children enjoy caring for African snails. They ask staff questions and enthusiastically recall how the snails react to their handling and attention. Staff build on children's curiosity, giving them even more information to remember.
- Children share experiences from home with others. They describe how they celebrate different festivals, demonstrating dances and other traditions to other children. This helps children expand their knowledge of the world around them.
- Parents value the information they receive through regular discussions, newsletters and secure social media platforms. In turn, they feed back their thoughts and ideas and report that they feel very involved in Fusion. There are opportunities for the manager to review how and what information she gathers from parents, to help enhance the focused self-evaluation methods even more.
- The owner and manager work closely with external organisations and professionals. They seek support and advice when needed and ensure that all their policies and procedures reflect good practice and legislation, such as employment law and safeguarding. The manager ensures that staff's well-being is monitored through regular supervision, helping to enable staff to be effective team members.

## **Safeguarding**

The arrangements for safeguarding are effective.

The manager ensures that all staff access regular courses to refresh and update their safeguarding knowledge. This, in addition to clear procedures that staff follow, helps staff to know how to identify and report any concerns they might have about children's welfare. The owner ensures that all staff are suitable for the roles in which they are employed, helping to keep children safe while at Fusion.

## Setting details

<b>Unique reference number</b>	EY440436
<b>Local authority</b>	Hertfordshire
<b>Inspection number</b>	10127409
<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>	Out-of-school day care
<b>Age range of children</b>	4 to 11
<b>Total number of places</b>	80
<b>Number of children on roll</b>	192
<b>Name of registered person</b>	Fusion Childcare Services
<b>Registered person unique reference number</b>	RP531289
<b>Telephone number</b>	07879811927
<b>Date of previous inspection</b>	19 July 2016

## Information about this early years setting

Fusion Childcare Services registered in 2011. Fusion employs 15 members of childcare staff. Of these, nine hold appropriate early years qualifications at level 2 or above. Fusion opens from Monday to Friday during school terms. Sessions are from 7.45am until 8.45am and from 3.15pm until 6.15pm.

## Information about this inspection

### Inspector

Katrina Rodden

### Inspection activities

- The inspector observed activities outdoors and inside the school building. She spoke to staff and children at appropriate times throughout the inspection.
- The inspector checked the evidence of the suitability of staff. She looked at other documents, including children's attendance registers and the safeguarding policy.
- The inspector held meetings with the manager and with the owner.
- The inspector completed a tour of all areas children use while at Fusion with the manager and discussed the daily routine and activities with her.
- The inspector spoke to a small number of parents. She took their views, and those written in letters and emails, into consideration.

We carried out this inspection 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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