

Inspection of Fledglings Ltd Stretford

Fledglings Ltd, Burleigh Road, Stretford, MANCHESTER M32 0PF

Inspection date: 6 January 2020

Overall effectiveness	Good
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The quality of education	Good
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Behaviour and attitudes	Good
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Personal development	Good
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Leadership and management	Good
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Overall effectiveness at previous inspection	Outstanding
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What is it like to attend this early years setting?

The provision is good

Children feel happy and safe at this setting. They settle quickly and form warm, secure relationships with staff. Babies benefit from highly responsive relationships with their key person. For example, staff introduce key language as babies explore new sounds created by musical instruments. Babies gaze in awe as they attempt to recreate the engaging sounds staff make. This builds upon their early listening skills.

Children feel confident to explore this environment independently, often engaging in play inspired by their own personal interests. For example, pre-school children create their own 'spaceships' and spontaneously act out exciting storylines with one another. Staff respect when children are seeking their input and when they wish to guide their own play.

Children are well behaved. This is partly due to staff, who are good role models. Staff speak respectfully to one another and to children. This reflects in children's behaviour as they demonstrate embedded manners, using language such as 'please' and 'thank you' without prompt. Children show pride in their successes, including when they are praised for good behaviour. They eagerly collect rubber bands as a reward, building a larger and larger ball. This physical representation of children's positive behaviour helps to support their self-confidence. Children are excited to share this with their parents at the end of the day.

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

- Children's literacy skills are well supported. Pre-school children read books independently, scanning the pages and using this activity as a chance to relax. All children vote each month to choose a 'book of the month' for their age group. Staff then plan activities based around the characters and storylines within this book. Children enjoy this. For example, two-year-olds giggle with delight as they re-enact aspects of 'the three little pigs' with wooden blocks, characters and shaving foam.
- Children learn to assess their own risks. Staff encourage children to help them to identify any hazards in the environment each day. This teaches children some links between possible risks and their own safety. For example, two-year-old children recognise that kitchen appliances can be hot. During role play they pause before lifting items such as kettles, carefully putting on oven gloves and saying, 'Oh, it's hot'.
- Overall, staff support children's communication and language development well. They skilfully introduce key words and narrate during children's play. This helps to support children's growing vocabulary. Staff closely monitor children's development and use assessments to swiftly identify and target any gaps in their

learning. However, at times, staff use improper language when speaking to younger children. For example, staff ask toddlers to 'wash your handies'. This can confuse children as they are building their understanding of the English language.

- Parents value this setting. They particularly appreciate that staff guide them 'extremely well' to support their children's development at home. Parents feel confident leaving their children in the care of staff at this setting. They cherish the 'strong connections' their children build with all of the staff. However, some parents do not know who their child's key person is, which is important information that needs to be shared by the staff.
- Members of the management team recognise the importance of promoting staff well-being. They work continuously to ensure that staff are not faced with any undue pressures or unnecessary work. The managers collect regular feedback from staff to consider any improvements they could make. For instance, they recently provided more time for staff to complete paperwork in response to the feedback. Staff appreciate this and feel supported in their roles.
- Families who speak English as an additional language are very well supported at this setting. Members of the management team are passionate about ensuring communication is not a barrier for any parent accessing their services. For example, they enlist the help of translation services when discussing policies, procedures and learning documents with parents. Furthermore, the management team has created a 'parents' council'. This means parents have regular opportunities to provide feedback, opinions and suggestions to influence how the setting is run. The management team feels committed to working with parents as partners.

Safeguarding

The arrangements for safeguarding are effective.

Staff understand the signs and symptoms which may indicate a child is being abused. They confidently know the steps they must take should they have concerns for the welfare of a child. They also know the correct procedures to follow should they have any concerns about another member of staff or the management team. This helps to protect children. Members of the management team ensure that they keep abreast of wider safeguarding concerns by attending regular training. They also help to ensure children's safety by completing suitability checks on all members of staff. Only those persons allowed to enter the setting are able to do so.

What does the setting need to do to improve?

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

- encourage staff to use the correct terminology when speak to children, in order

to further support their communication and language development

- strengthen techniques used for sharing information with parents to ensure they understand who their child's key person is.

Setting details

Unique reference number	310336
Local authority	Trafford
Inspection number	10129147
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	Full day care
Age range of children	0 to 4
Total number of places	70
Number of children on roll	62
Name of registered person	Fledglings Ltd.
Registered person unique reference number	RP905850
Telephone number	0161 864 3507
Date of previous inspection	1 July 2015

Information about this early years setting

Fledglings Ltd Stretford registered in 1990 and is situated in the Stretford area of Manchester. The nursery employs 14 members of childcare staff, all of whom hold an early years qualification at level 3 or above. The nursery opens 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.

Information about this inspection

Inspector

Shauneen Wainwright

Inspection activities

- The management team discussed with the inspector the curriculum and how this impacts on children's learning development during a tour of the nursery.
- The inspector gathered feedback from parents through verbal discussions throughout the inspection.
- Meetings were held between the inspector and the management team. The inspector also reviewed some relevant documentation, including evidence of staff suitability and training.
- The inspector observed interactions between staff and children across the nursery and evaluated the quality of teaching seen.
- The manager and the inspector conducted a joint observation of practice and evaluated this together.

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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