

# Inspection of Rosemary Works EYC Ltd

Rosemary Works EYC Ltd, Unit 2a Branch Place, London N1 5PH

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Inspection date: 19 February 2020

<b>Overall effectiveness</b>	<b>Good</b>
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The quality of education	<b>Good</b>
Behaviour and attitudes	<b>Good</b>
Personal development	<b>Good</b>
Leadership and management	<b>Good</b>
Overall effectiveness at previous inspection	Outstanding

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

### The provision is good

Children settle very well at the nursery. They develop close attachments to their key person and they know when to seek their support. Children welcome and value staff's contributions to their play. This helps to extend their thinking and language development. Children enjoy exploring with the stimulating, rich and varied activities at the nursery, both indoors and outside. This includes planned forest school, swimming and French sessions. The varied play opportunities help children to develop new interests and skills. For example, older babies enjoy exploring with small-world toys, such as cars and aeroplanes. They pretend to drive and fly them around while making sound. Older children learn to hold a pencil and they practise making marks and lines, to support their early writing skills. Toddlers love taking part in music activities. They sing along to nursery rhymes and they learn to use musical instruments effectively. Staff have high expectations for children's behaviour. They provide effective opportunities for children to have regular discussions about their feelings. For example, older children see images of different emotions and they share reasons for their own feelings. They confidently talk about things that make them happy and sad.

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

- Staff are clear about their key children's starting points and they provide interesting resources to help them make good progress with their development. Staff work closely with parents to share regular information and to extend children's learning at home.
- Parents provide highly complimentary feedback about the nursery. For example, they are very happy about the wide range of opportunities available for their children to enjoy and learn. Parents form close relationships with their children's key person and they feel children are safe at the nursery.
- Staff support children to develop their mathematical skills effectively. For example, older children learn to recognise two- and three-dimensional shapes. They learn to count and identify numbers successfully.
- Children love story time and they remember familiar stories, such as 'We're Going on a Bear Hunt'. Staff allow children to choose their books and they read to them frequently. This helps children to develop their literacy skills.
- Staff ensure children have a smooth transition between activities and mealtimes. They use mealtimes to develop children's good health and self-care skills. For example, staff ensure older children wash their hands, they provide healthy food for them to eat and encourage them to feed themselves. Staff sit with children and demonstrate how to use the cutlery appropriately.
- Staff make good use of opportunities during children's play and routine tasks to support their communication and language skills. For example, they ask simple questions and give clear instructions. Older children demonstrate a good

understanding and they confidently express themselves.

- Children with special educational needs and/or disabilities make good progress with their development. Staff know their needs and they work closely with their parents and other professionals to set targets and support their learning.
- Staff support older children's personal development well. For example, older children develop their independence and confidence as they learn to manage small responsibilities on their own. They welcome and value staff's praise and they are proud of their achievements. On occasions, staff do not consider how they can further support babies to safely explore resources in different ways.
- Leaders have in place suitable arrangements for staff's induction, supervision and professional development, although new staff are still developing their understanding of key policies.

## Safeguarding

The arrangements for safeguarding are effective.

Staff have a secure understanding of child protection issues. For example, they are familiar with the signs and symptoms of abuse and neglect. Staff are aware of the signs that may indicate a child is at risk of harm, including through female genital mutilation. Staff complete risk assessments when taking children on external trips. They share information with parents about how to keep children safe when using the internet at home. Staff follow good hygiene practices when handling food. They are aware of children's allergies and dietary requirements to keep them safe. Staff keep records of attendance for children and they monitor for any patterns of abnormalities.

## What does the setting need to do to improve?

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

- strengthen the support given to babies as they freely explore a range of resources as part of their learning about the world around them
- strengthen the induction for new staff to ensure that they are fully aware of the nursery's policies and procedures.

## Setting details

<b>Unique reference number</b>	EY371931
<b>Local authority</b>	Hackney
<b>Inspection number</b>	10137938
<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 at time of inspection</b>	0 to 3
<b>Total number of places</b>	102
<b>Number of children on roll</b>	90
<b>Name of registered person</b>	Rosemary Works EYC Limited
<b>Registered person unique reference number</b>	RP910891
<b>Telephone number</b>	0207 6135500
<b>Date of previous inspection</b>	29 October 2015

## Information about this early years setting

Rosemary Works EYC Ltd registered in 2008 and is situated in the London Borough of Hackney. The nursery employs 43 members of childcare staff, including the manager. Of these, one holds a childcare qualification at level 5, 17 hold childcare qualifications at level 3, and five hold childcare qualifications at level 2. The nursery is open from Monday to Friday all year round. Sessions are from 8am until 6pm. The nursery provides funded early education for two-, three- and four-year-old children.

## Information about this inspection

### Inspector

Martina Mullings

## Inspection activities

- A learning walk was undertaken by the inspector with the manager to discuss the organisation, aims and rationale for activities.
- The inspector observed the quality of teaching in playrooms and the outside play area, and conducted joint observations with the manager.
- The inspector held discussions with staff and leaders about their roles, and assessed their understanding of the requirements of the early years foundation stage.
- The inspector took account of the views of children and parents during the inspection.
- The inspector checked relevant documentation, including staff recruitment records, paediatric first-aid training certificates and records of attendance.

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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