

Inspection of Phoenix Montessori Nursery (West Norfolk) Ltd

Phoenix Montessori Nursery (WN) Ltd, Oddfellows Hall, 56 Sutton Road, Terrington
St. Clement, King's Lynn, Norfolk PE34 4PJ

Inspection date:

20 May 2021

Overall effectiveness

Outstanding

The quality of education

Outstanding

Behaviour and attitudes

Outstanding

Personal development

Outstanding

Leadership and management

Outstanding

Overall effectiveness at previous
inspection

Requires improvement

What is it like to attend this early years setting?

The provision is outstanding

Children thoroughly enjoy themselves. They are self-assured as they explore and talk to staff. From their body language, children demonstrate that they feel safe, secure and highly valued. Children are polite and kind towards each other. They understand the impact their actions may have on others and show high levels of self-control. Children forge exceptionally strong bonds with staff. They confidently seek reassurance should they feel sad or upset. Babies' individual needs are exceptionally well supported. They settle quickly, benefitting from staff's intuitive response and understanding of how the COVID-19 (coronavirus) pandemic has affected family life.

Children learn more about the rural community where they live. Toddlers learn to associate quantity with number as they place farm produce, such as potatoes and turnips, into numbered buckets. They choose to return to the toy farm throughout the day. They become deeply engaged in their chosen activity. Children talk to staff about what they know and build an extensive vocabulary as they play and re-enact experiences from home.

Pre-school children are fascinated by changes in the natural environment. They build a deep understanding and knowledge about life cycles. For example, children describe the changes from tadpole to frog, showing their understanding of different habitats. They eagerly share their excitement and wonder with their friends when they see chicks hatch.

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

- Since the last inspection, leaders have taken prompt and decisive action to raise the quality of children's experiences to an exceptional level. They have successfully involved staff throughout the process, providing training and coaching to strengthen staff's understanding and practice. Leaders have a clear ethos to blend aspects of a Montessori approach to deliver a highly successful sequenced curriculum. Staff know precisely what they intend for children to learn and achieve in each age group.
- Leaders have sensitively supported staff, families and children throughout the COVID-19 pandemic. They have made thoughtful adaptations to promote the continued safety for all with minimal disruption to children's experiences at nursery. Parents are extremely positive about the nursery. They know what their child has learnt and how to support ongoing learning at home.
- Staff make highly effective use of assessment to help identify any gaps in children's learning and knowledge. They plan efficiently to help children catch up, building children's confidence, resilience and knowledge. Staff ensure that all children have equal opportunities to join in, making effective use of the

additional funding children may receive. Children benefit greatly from regular attendance and consistency in staff's approach, that is highly focused on children's individual needs.

- Staff work exceedingly well with other professionals to prepare children for the next stage in their learning and to build everyday skills for life. This includes successful focused support when children need extra help to develop their communication and language skills.
- Children have excellent opportunities to build their knowledge and skills securely. From the start, staff read stories to babies and children and sing songs. Children deepen their knowledge and understanding. They develop a wide vocabulary that enables them to express their ideas clearly. Building on children's interest in growing plants, staff help children to learn more about flowers. Children are curious about the differences between a cut flower and a growing flower, as they learn about how living things eventually decay. Children remember that bees collect pollen that they store in pollen pellets that are like 'saddle-bags'. They learn how flowers stay bright and vibrant by 'sucking water up the stalk', to attract the bees to collect pollen.
- Staff make children's emotional well-being a priority. They ensure that parents are fully involved in the planning when children move on to the next room. Staff ensure they share information about each child with their new 'special person'. Children learn how to cope with changes in their lives and continue to build high levels of self-esteem.
- Staff say that they feel extremely well supported in their roles and that they have many opportunities to develop their knowledge and skills. They comment that this is the best job they have had. Staff are inspired to gain professional qualifications and eagerly share their increased knowledge with their colleagues. This further develops the experiences for children. For example, staff are keen to promote diversity even further, with plans to introduce age-appropriate books that challenge gender stereotypes.

Safeguarding

The arrangements for safeguarding are effective.

Staff receive regular training and updates about safeguarding issues. They are confident in their roles to protect children from harm. Staff know the possible signs of abuse and neglect. They know what to do should they have any concerns about a child's welfare. Staff are knowledgeable about wider safeguarding issues, such as the risks to children of being exposed to extremist views. Leaders follow robust recruitment procedures that help to assure the suitability of adults working with children.

Setting details

Unique reference number	254224
Local authority	Norfolk
Inspection number	10126724
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 at time of inspection	0 to 8
Total number of places	50
Number of children on roll	107
Name of registered person	Phoenix Montessori Nursery (West Norfolk) Limited
Registered person unique reference number	RP527594
Telephone number	01553 829 813
Date of previous inspection	27 September 2019

Information about this early years setting

Phoenix Montessori Nursery (West Norfolk) Ltd registered in 1998. The nursery employs 22 members of childcare staff. Of these, 17 hold appropriate early years qualifications at level 3 or above. The nursery opens from Monday to Friday all year round, from 7.30am to 5pm. Staff in the nursery incorporate aspects of a Montessori educational approach in their practice. The nursery provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspector
Gail Warnes

Inspection activities

- This was the first routine inspection the provider received since the COVID-19 (coronavirus) pandemic began. The inspector discussed the impact of the pandemic with the provider and has taken that into account in their evaluation of the provider.
- The manager and the inspector completed a learning walk together and discussed how the curriculum is organised.
- The inspector carried out a joint observation with the manager.
- Children spoke to the inspector about watching the chicks hatch in the incubator.
- A number of parents spoke to the inspector, either in person or by telephone, and their views were taken into account.

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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