

# Inspection of Fledglings Day Nursery and Pre-School

North End School, London Road, East Grinstead RH19 1QQ

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Inspection date: 13 September 2021

**Overall effectiveness** **Good**

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The quality of education **Good**

Behaviour and attitudes **Good**

Personal development **Good**

Leadership and management **Good**

Overall effectiveness at previous inspection Inadequate

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

### **The provision is good**

Children are happy and safe at this welcoming nursery. They have warm and affectionate relationships with consistent staff who know them well. Older children tell staff how happy they are to see them. Babies benefit from familiar routines for eating and sleeping that help them feel secure. Staff worked hard to stay in touch with children when the nursery was closed due to COVID-19 (coronavirus) restrictions. They spoke to them regularly and shared ideas for activities. Before the nursery re-opened, staff prepared a welcome back video so that everyone understood any changes that had been made. This helped children return to nursery confidently and settle well.

Children behave well. Older children learn to take responsibility for their actions and willingly share with their friends. Younger children share puppets during story sessions and wait patiently for their turn. They take part in a broad range of activities that they enjoy. Children have great fun learning about the natural world through first-hand experiences and eagerly help water plants in the garden. They collect blackberries and vegetables to use in the mud kitchen and eagerly break open bean pods to discover what is inside. Staff have high expectations for all children's learning. They identify any areas where children may need extra support. For instance, staff understand that in some cases the youngest children's social experiences have been limited due to the COVID-19 pandemic. In response, they provide additional opportunities for younger children to meet new adults and older children throughout the nursery and to go on outings in the local community.

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

- There is a strong management team that has a clear and ambitious vision for the nursery. Managers have worked hard to make important changes and improvements since the last inspection. There is now a well-qualified staff team and children are all cared for by staff they know. Staff have improved their knowledge and understanding of how to recognise and report child protection concerns. They have benefitted from effective training and support to help raise the quality of education to a good level. These changes have had a positive impact on children's safety, well-being and learning experiences.
- Staff help children become confident communicators. They encourage children to have conversations and introduce new words to broaden their vocabulary, such as talking about a 'refreshing' drink or a 'fantastic' story. Babies enjoy sharing books and listening to songs and music. They begin to use simple sign language to let staff know if they are thirsty or want more lunch.
- Staff monitor children's development closely. They observe children and identify what they need to learn next. They plan some activities well. For instance, staff use circle time sessions effectively to encourage communication skills, and to

help children gain confidence, listen well and take turns. However, at times, staff are not sure what they want children to learn from the experiences provided or why, particularly when playing outdoors. This means that some activities do not build as successfully on children's skills and knowledge, to challenge them and help them make the best possible progress.

- From a young age, children learn to use simple Spanish words and greetings, as staff speak to them in both English and Spanish. This helps develop children's awareness of different cultures and languages. Staff also encourage children to share their own experiences from home, including their celebrations and traditions. Children learn to value and respect one another and they get along together well.
- Children gain useful self-care skills that help prepare them for school. Older children confidently pour their drinks and serve themselves at lunchtime. Children of all ages attempt to manage their own shoes and boots when going outside. Managers are clear that they want all children to become more independent by the time they move on from the nursery. However, this approach is not always consistently reinforced by staff. At times, staff complete simple tasks for children that they could attempt to do for themselves, such as finding resources to add to their game or thinking about how to solve a problem.
- Staff work closely with parents and keep them well informed. Although parents now drop their children off outside due to the pandemic, staff still make time to share information at the door each day. Staff also share resources, such as library books and activity ideas, which helps parents continue their child's learning at home.

## **Safeguarding**

The arrangements for safeguarding are effective.

Managers follow robust recruitment and vetting procedures to make sure all staff are suitable to work with children. They regularly check staff knowledge of child protection issues, for instance by asking questions or setting quizzes in staff meetings. This helps ensure staff are now confident about what to look out for and what to do if they have concerns about a child or adult. Staff understand their responsibilities towards the children in their care. They supervise them closely and check the environment carefully each day to identify and remove any potential hazards.

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

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

- support staff to focus more precisely on what they want children to learn from planned activities, particularly when playing outdoors, to help all children gain new knowledge and skills even more rapidly

- develop staff's understanding of how to make even better use of opportunities to support children's independence skills, to ensure a more consistent approach.

## Setting details

<b>Unique reference number</b>	EY473620
<b>Local authority</b>	West Sussex
<b>Inspection number</b>	10145996
<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 at time of inspection</b>	0 to 3
<b>Total number of places</b>	57
<b>Number of children on roll</b>	23
<b>Name of registered person</b>	Fledglings World Nurseries Limited
<b>Registered person unique reference number</b>	RP535162
<b>Telephone number</b>	01342 302300
<b>Date of previous inspection</b>	23 January 2020

## Information about this early years setting

Fledglings Day Nursery and Pre-School registered in 2014. It is located in East Grinstead, West Sussex. The nursery is open Monday to Friday, from 7.30am to 6pm, for 50 weeks of the year. There are 12 members of staff who work with the children. Of these, 11 staff hold relevant childcare qualifications. The nursery receives funding for the provision of free early years education for children aged three and four years.

## Information about this inspection

### Inspector

Rebecca James

## 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 inspector completed a learning walk together of all areas of the nursery and discussed the early years curriculum.
- The inspector observed the quality of education being provided, indoors and outdoors, and assessed the impact that this was having on children's learning.
- The inspector talked to staff at appropriate times during the inspection.
- The manager and the inspector carried out a joint observation of a group activity.
- Parents shared their views of the setting with the inspector.
- The inspector looked at relevant documentation and reviewed evidence of the suitability of staff working in the nursery.

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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