

Inspection of Welcome Nurseries@ Colchester

49 William Harris Way, Colchester, Essex CO2 8WJ

Inspection date: 22 February 2022

Overall effectiveness	Good
The quality of education	Good
Behaviour and attitudes	Good
Personal development	Good
Leadership and management	Good
Overall effectiveness at previous inspection	Not applicable

What is it like to attend this early years setting?

The provision is good

Children part from their parents and carers with ease. They are greeted with a smile and kind, caring words by the manager, who takes them to their nursery room. Children quickly settle and become actively engaged in their chosen play. They chat confidently with staff and tell them what they have been doing at home and on their way to nursery. Children are keen and active learners. They enjoy exploring the exciting resources available. Their ideas are listened to by staff, who help them to facilitate and develop their interests.

Children are very well behaved. They understand the nursery routines. For example, they need little prompting to wash their hands before sitting down to eat. Children enjoy listening to and joining in with stories. They make good use of the well-considered resources to extend their engagement with books. For example, they are provided with dried oats to play with, which links to the book 'Goldilocks and the Three Bears'. They pretend to make bowls of porridge for the various bears in the library room. Children form close relationships with their key persons and the other staff in their rooms. They are effectively supported when they reach the age or stage of development to move to the next room.

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

- During the COVID-19 lockdowns, managers and staff kept in regular contact with families and children who could not attend. They provided ideas for activities that parents could do at home, as well as regular telephone calls to parents to offer support. On return to nursery, staff reassessed the children's needs in order to identify any areas of specific focus for their planning.
- Parents speak very highly of the nursery and say that their children really enjoy attending. They talk about the good methods of communication they have with their child's key person. Staff provide parents with a thorough handover at the end of each day and share information about how their child has been and what they have been doing.
- Children with special educational needs and/or disabilities (SEND) are effectively supported. One-to-one support is provided for those children who require it. Parents and carers of children with SEND say that they feel very well supported and that the nursery manager helps them to seek additional funding and professional input from agencies outside of the nursery.
- There is a strong and secure management structure in place. The senior management team supports the manager and staff well. They often visit to monitor if procedures are being followed and to provide additional training. Managers comment that they are 'empowered' by the senior management team to make their nursery the best it can be. Staff are given incentives to continuously improve their practice, for example, through awards. This has

helped to build a strong and consistent staff team, who are dedicated to their job.

- Children giggle excitedly as they build platforms and houses from wooden blocks for their toy animals. Staff extend their learning through clear questioning, such as asking 'is it on top or underneath?'. Children have fun making 'mud' from flour, water and cocoa powder. They find the toy animals that they think will enjoy splashing through their mud. Children print the animals' muddy footprints on to paper to compare the sizes and shapes.
- Staff are very knowledgeable about the individual children's interests and learning needs. They plan a good range of activities to help children to reach their full potential through experiences that they are interested in. For example, staff recognise that some children enjoy playing with the water from the taps in the room, so they frequently provide water play.
- Children are provided with a wide selection of learning experiences within the nursery. However, they currently have fewer opportunities to extend their knowledge of the wider community. The manager is hoping to reintroduce walks and outings in the local area now that the restrictions around the COVID-19 pandemic have been reduced.
- Staff are encouraged to make use of the range of training available to them. The senior management team continuously reviews the staff's training needs. The quality of teaching is generally good. However, it is not yet consistently high.

Safeguarding

The arrangements for safeguarding are effective.

Managers and staff demonstrate a robust knowledge of their responsibilities to safeguard and protect children. They regularly update their safeguarding knowledge, for example, through training and in-house quizzes. Staff know the signs and symptoms that might alert them to a child being mistreated, including those surrounding radicalisation and female genital mutilation. Clear procedures are in place and staff know how to report any concerns through the nursery management structure and the appropriate outside agencies. Managers follow safer recruitment arrangements when employing new staff.

What does the setting need to do to improve?

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

- develop further opportunities for staff to raise their professional development to a higher level
- enhance the range of experiences that help children to gain a better understanding of the wider community.

Setting details

Unique reference number	2576358
Local authority	Essex
Inspection number	10226394
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register
Day care type	Full day care
Age range of children at time of inspection	0 to 7
Total number of places	92
Number of children on roll	96
Name of registered person	Welcome Nurseries Ltd
Registered person unique reference number	2576357
Telephone number	01206 574402
Date of previous inspection	Not applicable

Information about this early years setting

Welcome Nurseries @ Colchester registered in 2020. The nursery employs 22 members of childcare staff. Of these, two staff hold an early years degree at level 6, 13 staff hold a qualification at level 3, and one member of staff holds a qualification at level 2. The nursery also employs a chef and a cleaner. It opens from Monday to Friday for 51 weeks of the year. Opening times are from 7am until 7pm. The nursery provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspector

Lynn Hughes

Inspection activities

- This was the first routine inspection the provider received since the COVID-19 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 inspector viewed all areas of the provision and discussed the safety and suitability of the premises.
- The manager and the inspector completed a learning walk together and discussed the nursery curriculum and what it is that they want the children to learn.
- Children spoke to the inspector about what they enjoy doing while at the nursery.
- The inspector observed the quality of education being provided indoors and outdoors, and assessed the impact that this had on children's learning.
- The manager and the inspector carried out a joint observation together.
- Parents shared their views of the setting with the inspector.
- The manager showed the inspector a selection of relevant documentation.

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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