

Inspection of Kiddi Caru Nursery

Church Langley, Harlow, Essex CM17 9LW

Inspection date: 9 August 2022

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

The provision is good

Babies benefit from warm, loving relationships with their key persons. They feel safe and secure as staff mirror their home routines in the nursery. They grow in confidence as they learn to walk, cruising around the low-level furniture and the designated baby garden. Babies and toddlers enjoy a variety of sensory activities. They push their hands and feet into different materials, such as wet sand and play dough. They show curiosity as they explore the taste and texture of real fruit slices.

Children's levels of engagement are good across the nursery. They choose from the wide range of activities on offer. They benefit from the staff's positive and encouraging interactions. Older children confidently lead their own play. They invite their friends to join them as they make models. They adapt and extend their creations further, talking to their friends about what they are doing.

Children learn to play cooperatively with one another. Toddlers follow staff's gentle guidance as they remind children to wait until their friend has finished with the tool they want to use. The oldest children learn to work together in pairs. They hold discussions with one another about what pattern to create, before they see what happens to coloured sweets when they add water.

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

- The management team have made significant improvements to the nursery since the previous inspection. They have reflected on the actions raised and made relevant changes. Leaders have ensured that policies are more robust and clearer for staff to understand. They have strengthened relationships with parents. Leaders take on board parental feedback and address their concerns personally. This has had a positive impact on the nursery and how parents feel about the service provided.
- The newly appointed manager is having a positive impact on the nursery. She is introducing new ideas which staff are implementing effectively. For instance, older children now move between rooms at sleep time. This means that children who no longer need a sleep can engage fully in their learning without disturbing those who are sleeping.
- Staff focus on children's individual next steps and interests. They plan appropriate activities, building on children's previous learning methodically. Staff know the children well and track their progress. They share this progress with parents. Staff make suggestions to parents so that they can continue to build on children's learning at home. This provides children with continuity between the nursery and home.
- Older children participate in small-group activities led by staff. This helps them

to develop their concentration. They learn through exploring and experimenting. For instance, they gather toys to put in the water tray to see if the objects will sink or float. They wait patiently for their friends to take their turn, listening to what they say with interest. Children develop good communication skills as they play. For example, they explain to staff why they think objects will sink. This helps to prepare them for their future learning.

- There have been a number of changes to the staff team since the previous inspection. Despite this, staff well-being and morale is high. New staff undergo a thorough induction process to support them to settle into their roles. Staff participate in regular team meetings and supervisions. They feel that managers value their ideas and opinions. For instance, managers take on board their suggestions about room layouts when these are being changed.
- The special educational needs coordinator (SENCo) ensures that personalised planning is in place. This provides targeted support to those children who need it. Staff use simple sign language to support children's communication development from a young age. Children access the designated sensory cabin with staff when required. This provides a calm environment where they can focus without disruption and learn to regulate their emotions.
- A number of staff, including the SENCo, have completed training since the previous inspection. This has helped to raise the quality of their interactions with children to a good level overall. However, staff are not encouraged to share the knowledge they gain from training with the wider staff team. This contributes towards staff's interactions with children not yet being at consistently high levels across the nursery.

Safeguarding

The arrangements for safeguarding are effective.

Staff have a good understanding of how to keep children safe. They complete in-depth training to ensure that their safeguarding knowledge is up to date. Managers check their knowledge regularly. Staff recognise the signs of abuse and neglect. They know how to identify wider safeguarding concerns, such as peer-on-peer abuse and female genital mutilation. Staff understand the process to follow to raise concerns regarding children's well-being and how to deal with medical emergencies. Managers are aware of what information they need to report to Ofsted and how to raise concerns to other external agencies.

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 strengthen their interactions with children to a consistently high level across the nursery.

Setting details

Unique reference number	EY293679
Local authority	Essex
Inspection number	10230319
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register
Day care type	Full day care
Age range of children at time of inspection	1 to 4
Total number of places	103
Number of children on roll	102
Name of registered person	The Childcare Corporation Limited
Registered person unique reference number	RP902737
Telephone number	01279 626111
Date of previous inspection	10 February 2022

Information about this early years setting

Kiddi Caru Nursery registered in 2004 and is situated in Church Langley, Harlow. The setting employs 45 members of staff, of whom 32 hold appropriate early years qualifications at level 2 and above. The nursery opens from 7am to 6.30pm, weekdays, all year round, other than bank holidays, and is closed for a week at Christmas. The setting provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspectors

Jenny Hardy
Shelly McDougall

Inspection activities

- The inspectors discussed any continued impact of the pandemic with the provider and have taken that into account in their evaluation of the provider.
- The manager and inspectors completed a learning walk where the manager talked about the intentions for children's learning and how this is delivered.
- The inspectors spoke to parents and took their views into consideration.
- The manager jointly observed staff interacting with children with the inspectors. They discussed the impact of these interactions on children's learning and development.
- The inspectors viewed a range of written policies, as well as paediatric first aid and staff suitability records.

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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