

Inspection of Phoenix Childcare

Gaudet Luce Golf Club, Middle Lane, Hadzor, DROITWICH, Worcestershire WR9 7JR

Inspection date: 12 December 2022

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

What is it like to attend this early years setting?

The provision is outstanding

Children are extremely confident, self-assured and settled in this exceptional nursery. They receive excellent care and education from passionate, knowledgeable and caring staff. Children are happy to come into the nursery and separate well from their parents, with the nurturing support of their key person. There is a strong focus on emotional well-being, which helps children to recognise their emotions. For example, during circle time, children say, 'I'm a bit happy and a bit sad' and 'I'm super happy!' They have time to explain further if they wish to.

Children are motivated and active learners. They explore, investigate and become completely immersed in play and learning. They make choices and play with confidence from a very early age. This is due to staff's expert knowledge of how young children learn. Staff make sure that the environment for play is exciting, challenging and offers opportunities for children to practise skills and solve problems. For example, pre-school children cut lengths of tape with scissors so that they can secure wrapping paper. They think carefully about how they can get their paintbrush clean after using blue paint and say, 'Oh yes, I can use water!'

Children make excellent progress in all areas of learning because the rich curriculum is highly focused on building skills over time. There is a clear progression in experiences, skills and knowledge. Staff expertly support progress because they have a deep understanding of child development. Children build on previous learning extremely well because staff make sure that children practise and apply what they have learned.

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

- Leaders of this inspiring nursery have a strong vision and clear ethos. They are passionate about nurturing children to become secure, independent learners who are ready for the next stage in their learning. They do this by making sure that staff share and understand their vision and ethos. As a result, children thrive in this inspiring learning environment.
- The ambitious, well-planned and sequenced curriculum reflects all seven areas of learning and focuses on how young children learn. It is securely embedded throughout the nursery, from the youngest babies through to the older pre-school children. They develop and practise skills while immersing themselves in imaginative, creative and exciting play opportunities. There is a clear progression of skills across the nursery.
- Staff's knowledge of child development is very good, which helps them to plan challenging activities that build on what children already know and can do. All children show curiosity and sustain high levels of concentration. For example, pre-school children persevere to cut tape with scissors so that they can wrap

items up in wrapping paper. Toddlers solve problems as they find the right sized bricks to connect together. Babies concentrate as they clean the model teeth with brushes.

- Staff support children with additional needs extremely well. Support, advice and guidance provided by other professionals are embedded into daily practice and quality interactions.
- Partnerships with parents are effective. Parents comment that they are very happy with the nursery and are reassured that their children settle well. They describe strong partnerships with leaders and staff. They know about their child's development through daily discussions and an online communication platform.
- Leaders have put in place a rigorous recruitment and induction process. This helps to ensure that all staff are suitable to work with children. Regular supervision and incentives encourage staff to achieve and develop. They deepen their already thorough knowledge and improve their teaching skills because they access an excellent range of training.
- All staff have high expectations for children's communication and language development. They have an excellent knowledge of developmental milestones, which means that activities are relevant for children. For example, babies and toddlers increase their vocabulary through songs, rhymes and familiar stories. Older children retell the story of the Nativity in their play and activities. For example, they dress up in the role-play area and recall the story, using puppets.
- Children's independence is expertly supported. They have autonomy and make choices. For example, pre-school children vote to decide which story book from a choice of two for staff to read at story time. Toddlers confidently take their lunch plates and cutlery to the kitchen area and scrape leftovers into the compost tub. Babies are determined as they crawl from one exciting activity to another.

Safeguarding

The arrangements for safeguarding are effective.

Leaders and staff have a secure knowledge of safeguarding procedures and know how to keep children safe. They describe signs and symptoms of abuse and know where to report any concerns that they may have about a child in their care. Leaders provide ongoing training and and ask ad hoc questions. This helps to ensure that staff are familiar with the signs that children or families are being drawn into extreme behaviours or views. Staff are clear about the procedures to follow if they have concerns about colleagues. Children's safety is a priority. Staff carry out regular risk assessments of the environment to identify and manage risks.

Setting details

Unique reference number	EY454338
Local authority	Worcestershire
Inspection number	10235983
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 4
Total number of places	90
Number of children on roll	75
Name of registered person	Gaudet Luce Limited
Registered person unique reference number	RP531992
Telephone number	01905 793 950
Date of previous inspection	27 January 2017

Information about this early years setting

Phoenix Childcare registered in 2012 and is located in Droitwich. The nursery employs 17 members of childcare staff. Of these, 14 hold appropriate early years qualifications at level 2 or above. The nursery operates from Monday to Friday all year around, except for a week at Christmas. Sessions are from 7.30am until 6pm. The nursery provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspector

Juliette Freeman

Inspection activities

- This was the first routine inspection the nursery 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 nursery.
- The inspector had learning walk with the manager and discussed how the curriculum is delivered.
- The inspector observed the quality of education during activities and assessed the impact this has on children's learning.
- The inspector spoke with staff and children during the inspection.
- The inspector looked at relevant documentation and evidence of the suitability of staff working in the nursery.
- The inspector spoke with parents and took account of their views.

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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