

Inspection of Millie's House Nursery and Pre-School

163 New Kings Road, LONDON SW6 4SN

Inspection date: 18 April 2023

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

The manager has taken effective action to improve since the last inspection. The new staff team has quickly formed good relationships with the children, and staff are enthusiastic to talk about their role.

Children are warmly greeted by staff who give them lots of cuddles and a cheerful welcome. Children enjoy exploring the exciting resources and taking part in a range of learning experiences, including water play, painting and yoga. Babies enjoy moving their bodies as staff sing to them. They join in with familiar words like 'Hooray!' Older children skilfully complete obstacle courses in the garden and gain confidence in their physical skills on the climbing frame. Children are active in their play and make choices about what to do throughout the day. Staff support and encourage them well, which helps children persevere as they develop new skills, such as learning to use scissors.

The manager is ambitious for children's learning at the nursery. The curriculum is organised well, so children are able to build on what they know and can do. Staff plan a broad educational experience for children, making use of the outdoors and the local community. This gives children a rich knowledge of the world around them. Children are highly motivated by the provision and have positive attitudes towards learning. All children make good progress from their starting points.

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

- Children have formed strong bonds with the staff. Staff are nurturing and caring, which means children settle in quickly. All children have a key person who knows them well and makes sure their individual needs are met throughout the day. This means even the newest children feel safe, secure and receive the comfort and reassurance they need.
- Children are curious and become engrossed in activities that interest them, such as looking at books. Staff follow their interests and give them time to explore their own ideas, such as letting toddlers experiment with wetting paper towels. The skilful interactions of staff mean children become confident in their abilities and ideas.
- Children's communication and language development are supported well. Children enjoy songs and rhymes and listening to stories. Staff talk to children about what they are doing and ask simple questions. They introduce new words such as 'sparkly' and 'magical' as they engage children in conversation. This teaches children new vocabulary and helps them develop confidence in speaking.
- Staff gather key words in children's home languages. Staff in the baby room use these in songs and during mealtimes to say 'hello', 'please' and 'thank you'. This

strategy is not used as well as it could be with older children, who do not get as many opportunities to hear or use their home language. However, this does not have a significant impact on children expressing their preferences and talking to others.

- Staff have high expectations for children's behaviour. Staff reinforce positive behaviour, such as praising children when they comfort friends who are upset. Staff sensitively support children to manage their behaviour. For example, they remind them to use 'gentle hands' instead of snatching. This helps children learn to follow rules and respect other children.
- Children enjoy nutritious, home-cooked meals and snacks. Staff are mindful of children with allergies. Effective systems are in place to keep them safe. Children join in with counting as the staff help them serve up tomato and cucumber slices. Older children learn to use a water dispenser to help themselves to drinks throughout the day.
- Parents are keen to share their views of the nursery. They describe staff as 'kind, nurturing and thoughtful' and are pleased with the improvements made since the last inspection. They value the attention paid to children's individual needs and say their children thrive at the nursery. Communication is highly effective, as parents report they receive regular updates on their child's progress and enjoy attending social events.
- The manager has used the support of other professionals effectively to evaluate practice and make improvements. Staff feel supported and part of a good team. The manager has provided training to improve staff practice. There are monitoring systems in place which ensure improvements continue to be made.

Safeguarding

The arrangements for safeguarding are effective.

Staff have recently completed safeguarding training. They have a good knowledge of the signs and symptoms of abuse and neglect and understand their responsibilities to report any concerns about a child's welfare. This includes whistle-blowing any concerns about other staff members. A majority of staff hold paediatric first-aid qualifications, which means children receive swift treatment when necessary. The manager ensures only suitable staff are employed by carrying out stringent pre-employment checks, such as enhanced Disclosure and Barring Service checks.

What does the setting need to do to improve?

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

- extend opportunities for children who speak English as an additional language to hear and use their own language.

Setting details

Unique reference number	EY454751
Local authority	Hammersmith & Fulham
Inspection number	10269459
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 2
Total number of places	74
Number of children on roll	61
Name of registered person	South West London Nursery Company Limited
Registered person unique reference number	RP904378
Telephone number	020 7731 0440
Date of previous inspection	20 October 2022

Information about this early years setting

Millie's House Nursery and Pre-School registered in 2012. The nursery is open weekdays, from 7.30am to 6.30pm, for most of the year. The provider employs 11 members of staff. Of these, eight have early years qualifications. One member of staff holds a level 6 qualification and other staff are qualified at level 5 or level 3. The nursery offers funded early education for children aged two, three and four years.

Information about this inspection

Inspector
Kyrstie Gennoe

Inspection activities

- The inspector discussed any continued impact of the pandemic with the provider and has taken that into account in their evaluation of the provider.
- The manager joined the inspector on a learning walk and talked to the inspector about their curriculum and what they want their children to learn.
- The inspector spoke to several parents and read their email feedback during the inspection and took account of their views.
- The inspector talked to staff at appropriate times during the inspection to hear about their work.
- 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 carried out a joint observation of a communication and language activity with the deputy manager.

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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