

Inspection of The Heathers Nursery

Bracken Avenue, Norwich, Norfolk NR6 6LS

Inspection date: 11 July 2023

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

The provision is good

Children arrive at the nursery and are greeted by caring staff. They wave to their friends and rush off to find their favourite toys. Children delve deep in dressing-up boxes. They show excitement when they find their favourite dresses and shoes. Children become engrossed in building train tracks. They show kindness and cooperation, passing tracks to their friends and listening to their ideas. Staff show children pretend 'safety barriers', explaining how trains need to stop and wait before continuing their journey. Children listen intently and begin to use this new vocabulary in their play.

Children spend time in the play kitchen. They enjoy the experience of chopping real potatoes and carrots. Children show focus as they master how to use knives and chopping boards. They chat to staff and tell them, 'I am making soup'. Children invite staff to join in construction activities. They smile with delight when staff say, 'That is an amazing tower'. Staff ask questions to extend children's play and ask them if the tower is taller or shorter than they are. Staff involve children in decision making. For example, children mix paint into shaving foam. Staff ask them what colour they would you like to use next. This helps children to feel involved and valued.

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

- Children demonstrate that they know the nursery routines and expectations. They hang up their bags when they arrive, and sing 'goodbye' songs at the end of the day. Children take an active part in tidying away outdoor toys. When staff ring the bell, children tell the inspector, 'You need to stop and wiggle your fingers'.
- Children enjoy making marks. They draw detailed pictures and practise writing familiar numbers. Younger children use chinks and name colours as they draw lines on fences. Staff encourage children to write the letters of their name. This helps to prepare them for their next stage of learning.
- Children with special educational needs and/or disabilities are supported well. Staff use early screening tools to identify where support is needed and ensure that referrals are made in a timely manner. This helps children achieve the best outcomes.
- Children demonstrate a good level of independence. They spread butter and jam onto bread and pour their own drinks at snack times. Children manage self-care routines and show competence in opening zips on lunch boxes. Staff offer words of encouragement to younger children, helping them to persevere with completing small tasks. This helps children develop resilience and confidence.
- Children relish in spending long periods of time outdoors. They run around, climb in tyres and dig in sandpits. They throw and kick footballs and pedal

tricycles, developing their strength and spatial awareness. Children have fun washing toy cars. They laugh and squeal when water splashes as they fill up buckets. Children enjoy spending time in quiet spaces. They look at books and relax in cosy dens.

- Children have close relationships with staff. They embrace staff with hugs and sit on their laps to listen to stories and songs. Staff act on opportunities to promote children's emotional development, initiating conversations about feeling 'happy' and 'sad'. This has a positive impact on children's emotional development. Staff give reassurance to younger children, offering them cuddles if they appear tired or upset.
- The manager strives to provide the highest level of care and education for children. She evaluates the nursery and works with committee members to put plans in place. When families need additional support, the manager accesses grants to provide resources. Parents appreciate how flexible the nursery is and say their children are making good progress.
- Staff benefit from regular supervisions. They say they feel valued, listened to and appreciated. New staff receive robust induction procedures, which helps them understand their roles.
- Staff interact well with most children. They get down to their level and show an interest in what they are doing. However, this is not always consistent. Children who are quieter and less confident do not always benefit from the same prolonged interactions with staff.

Safeguarding

The arrangements for safeguarding are effective.

Staff know how to report concerns regarding the welfare of children or the behaviour of an adult. They know the possible signs and symptoms of abuse and neglect and show an awareness of wider safeguarding issues such as county lines. Staff carry out thorough checks of all learning spaces, and act on any issues in a timely manner. Staff teach children about their own safety. For example, they remind children to walk up ramps to ensure they do not trip. The manager uses morning briefings to ensure that all staff are aware of concerns, allergies or medical issues concerning children. She keeps accurate attendance records to identify patterns that may indicate a child is at risk.

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 engage with quieter children more frequently to enable them to get the most out of learning experiences.

Setting details

Unique reference number	257937
Local authority	Norfolk
Inspection number	10295218
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register
Day care type	Sessional day care
Age range of children at time of inspection	2 to 4
Total number of places	44
Number of children on roll	57
Name of registered person	The Heathers Nursery Committee
Registered person unique reference number	RP519097
Telephone number	01603 485371
Date of previous inspection	8 December 2017

Information about this early years setting

The Heathers Nursery registered in 1996 and is located in Norwich. The nursery employs 13 members of childcare staff. Of these, 10 hold appropriate early years qualification at level 3 and three at level 2. The nursery opens Monday to Friday, from 8am to 3.45pm, during term time. The nursery provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspector

Helen Oakden

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 this into account in her evaluation of the setting.
- The manager and the inspector had a learning walk together of all areas of the nursery and discussed the early years curriculum.
- The inspector observed the interactions between staff and children.
- The inspector observed the quality of education being provided and assessed the impact this has on children's learning.
- The manager and the inspector carried out a joint observation together.
- Staff and children spoke to the inspector at appropriate times throughout the inspection.
- The inspector spoke to several parents during the inspection and took account of their opinions.
- 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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