

Inspection of The Willows Day Nursery

Old Main Road, Fleet Hargate, Holbeach, SPALDING, Lincolnshire PE12 8LL

Inspection date: 14 July 2023

Overall effectiveness	Good
------------------------------	-------------

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

Children are becoming confident communicators. From a young age, staff focus their teaching on children's growing use of language and communication development. Singing and reading stories feature frequently in the daily routine for all ages. Babies are supported by staff to take turns in choosing a prop that represents a song. They confidently finish the end of sentences, singing 'quack, quack, quack', showing clarity in their pronunciation. Toddlers recall their prior learning as staff read familiar books. They remember that their pet caterpillar was 'spiky'. Pre-school children independently recite well-known fairy tales while making characters with dough and using puppets to retell the story. Through staff's well-planned activities, children build a rich and varied vocabulary of new and exciting words.

Staff are clear about what they are teaching and why. Children practise and build on their skills. Their learning develops over time and becomes securely embedded. This is seen through the setting's physical development curriculum. With supervision, babies steady their movements and strengthen their muscles through climbing. As children get older, they refine their coordination further and start to develop hand dexterity. Toddlers thread bobbins onto pipe cleaners. At first, they need some instruction and hand-over-hand guidance. Staff demonstrate and repeat how they should push and pull the pipe cleaner through the hole. Soon after, children celebrate their achievement as they succeed on their own. These activities are preparing children for when they need to hold and control a pencil for writing.

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

- The manager has ensured that the action set at the last inspection has been met. Staff implement robust risk assessment processes. They quickly identify and address potential hazards. Children play in safe and suitable spaces, both indoors and outdoors.
- Staff have created a list of '50 top learning experiences' that they want all children to become involved in during their time at the setting. Through these activities, staff broaden children's knowledge and understanding about the world around them. For example, children ride on a bus; they visit a local café, and they try pond dipping.
- Children's behaviour is supported well by staff. For children who need it, staff create individual behaviour plans and share these with parents so that there is a consistent approach between the setting and home. During group games, staff teach children the concepts of sharing and turn taking. Children are learning how to calm themselves, when needed, by practising breathing exercises and yoga.
- Staff successfully teach children how they can look after their bodies and stay

healthy. At mealtimes, staff and pre-school children discuss the sugars in different foods and drinks. Staff link this topic to the importance of oral hygiene, and children demonstrate their knowledge by explaining why they must clean their teeth for two minutes.

- Staff swiftly adapt the daily routine for children who need tailored care to meet their health needs. Parents comment that staff are very accommodating, and they feel safe leaving their children at the setting. However, a recent change in staffing has meant that some children with special educational needs and/or disabilities (SEND) have experienced a slight pause in accessing the external services they need.
- Staff are preparing children well for their next stages of education. Children are growing in independence and becoming more responsible. Staff encourage children to serve their own food and then clear away their own plates and cups after lunch. Children know they must help to tidy away at the end of their play. They are helping staff to maintain a well-organised setting.
- Staff use a variety of focused group times and child-led play to teach children what they want them to know and learn. Generally, children benefit greatly from the learning opportunities offered to them. However, on occasion, some children are less engaged in focused group learning because staff have not fully considered environmental factors. For example, activities focusing on children's listening and attention skills are sometimes taught in loud and busy spaces.
- The manager supports staff's continued professional development well. She works closely with the local authority so that staff can access current and relevant training opportunities. A robust performance management system is in place, which promotes staff's well-being and practice.

Safeguarding

The arrangements for safeguarding are effective.

The manager and staff have a secure knowledge and understanding of child protection matters. They have systems in place to recognise when a child may be at risk at home. For example, staff record injuries that children arrive with. Catering staff know of children's allergies and adapt the menu accordingly. Staff have had training to meet children's individual healthcare needs. Recruitment procedures are robust. Staff's ongoing suitability to fulfil their role is confirmed. Staff implement safe sleep practices. Children are frequently checked when they are sleeping, and they sleep in a suitable environment.

What does the setting need to do to improve?

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

- act swiftly, and communicate effectively with parents and external services, so that children with emerging SEND are supported without delay

- adapt the organisation of group learning times so that all children get the most from the planned learning experience.

Setting details

Unique reference number	EY439986
Local authority	Lincolnshire
Inspection number	10281676
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 11
Total number of places	60
Number of children on roll	107
Name of registered person	Willows Childcare Limited
Registered person unique reference number	RP531267
Telephone number	01406423112
Date of previous inspection	8 February 2023

Information about this early years setting

The Willows Day Nursery registered in 2012 and is situated in Fleet Hargate, Lincolnshire. The nursery employs 14 members of childcare staff. Of these, 10 hold appropriate early years qualifications at level 3 or above. The nursery is open Monday to Friday, all year round, from 7am to 6.30pm. The nursery provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspector
Charlotte Whalley

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 inspector viewed the provision and discussed the safety and suitability of the premises.
- The manager and inspector completed a learning walk together of all areas of the nursery and discussed the early years curriculum.
- Children told the inspector about their friends and what they like to do when they are at the setting.
- The inspector talked to staff at appropriate times during the inspection and took account of their views.
- 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 two joint observations of communication and language activities with the manager.
- The inspector spoke to several parents during the inspection and took account of their views.
- The manager showed the inspector documentation to demonstrate the suitability of staff.

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.

If you are not happy with the inspection or the report, you can [complain to Ofsted](#).

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence/, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk

This publication is available at <https://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted

© Crown copyright 2023