

Inspection of Little Gemz Ltd

East Grinstead Children & Family Centre, Blackwell Farm Road, East Grinstead
RH19 3JL

Inspection date: 18 October 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	Not applicable

What is it like to attend this early years setting?

The provision is good

Babies develop a keen interest in books and enjoy having stories read to them. They readily request to look at their favourite book and enjoy using the puppets that link to the story. Babies and children understand that they should approach or make eye contact with their key person if they require reassurance and security. Staff willingly give a warm cuddle and speak softly when offering support and comfort. This shows that even new children quickly build strong bonds with staff. Children play well together in small groups. They share the resources to have a tea party, pretending to make tea for each other. They also work as a pair to move equipment they want in the playhouse in the garden.

Children make the decision about where they would like to play. They access a range of experiences in the outdoor area, where they can build on their physical development. For example, they balance on the pods across the obstacle course. Children squeal with delight as they play a game of chase with staff and enjoy a game of 'What's the time, Mr Wolf?'. They understand the rules of the game and help to count the number of steps towards the wolf. This shows that this is a favourite game that children have learned and practised. The manager successfully observes and assesses staff's practice. She is an effective role model for staff, sharing her knowledge and expertise. This helps to continually improve staff's knowledge and subsequent outcomes for children.

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

- The provider has a thorough understanding of her roles and responsibilities in leading and managing the setting. She works closely with her manager, who spends most of her time working directly with children and supporting staff. The provider and manager are effective in liaising with staff, ensuring that all views are considered, which boosts morale.
- The provider is constantly reviewing and evaluating the nursery to make targeted improvements to meet children's current developmental and learning needs. They seek and welcome support from other professionals to explore differing approaches and strategies. For instance, they are trialling other ways to build children's skills, such as making mealtimes a social event and learning experience.
- Children who need extra help to settle or manage their feelings and behaviours receive the care and support they need from staff. However, sometimes, this means that other children do not have as many interactions with staff as possible. This does not always enable children to make even greater developmental progress.
- Babies initiate a game of peekaboo, hiding their faces with a piece of fabric and giggling with delight as they show their faces to the member of staff. Activities

such as these support early communication and speaking skills.

- Children learn about the world in which they live and celebrate the backgrounds of their families and others. They bring in photographs of those people important to them and display these on the family tree. Children recognise other children on the tree and talk with staff about them.
- Parents speak positively about the nursery and of the daily feedback they receive about their child's day. They state that they also receive information via the nursery's online system. Here, they view photographs and observations of their children's learning. One parent commented on the clear progress their child has made in his social and speaking skills since attending.
- Staff know their key children's learning needs and styles. They share information about what children need to learn next with the staff team. However, staff do not always support changes in routines of the day with experiences ready to engage children quickly in learning. In addition, staff do not securely think through their activities to make sure that they are fully effective in enabling all children to take part.
- Children enjoy engaging in music sessions, where they sing and dance along to songs. They hop, skip and bounce, showing good physical skills. Children happily join in with the actions to their favourite songs and rhymes, such as 'If you're happy and you know it'. They demonstrate that they have learned and practised the actions.

Safeguarding

The arrangements for safeguarding are effective.

Staff know the procedures to follow if they have a safeguarding concern. They understand to liaise with the provider, who is also the designated safeguarding lead. Staff understand that concerns should be referred to the local safeguarding partnership. They are also aware of the whistle-blowing procedures to refer concerns themselves. Staff assess risk in the environment successfully and provide children with gentle reminders about their own safety and that of others. For example, staff make children aware of those around them, ensuring they do not accidentally hurt those nearby. This enhances children's understanding of their safety and that of others.

What does the setting need to do to improve?

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

- build on staff's ability to be able to spend equal time with all children to enhance their interactions and support learning further
- strengthen the planning of experiences for children to make sure they are effective in supporting children's individual and learning needs.

Setting details

Unique reference number	2731742
Local authority	West Sussex
Inspection number	10312514
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	0 to 4
Total number of places	51
Number of children on roll	36
Name of registered person	Little Gemz Limited
Registered person unique reference number	RP911006
Telephone number	07786734591
Date of previous inspection	Not applicable

Information about this early years setting

Little Gemz Ltd registered on 11 April 2023 and is located in East Grinstead, West Sussex. The setting is open Monday to Friday, from 8am to 5.30pm, all year round. The setting employs six members of staff, of whom five hold appropriate early years qualifications. The setting receives funding to provide free early education for children aged two, three and four years.

Information about this inspection

Inspector

Helen Penticost

Inspection activities

- This was the first routine inspection the provider 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 provider.
- The provider and the inspector completed a learning walk together and discussed the early years curriculum.
- The inspector carried out a joint observation with the manager.
- The inspector spoke with staff and interacted with children.
- Parents shared their views of the setting with the inspector.
- The inspector viewed the provision and discussed the safety and suitability of the premises.

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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