

# Inspection of The Natural Childcare Company - Shirley

Church Road, Shirley, Solihull, Warwickshire B90 2AX

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Inspection date: 20 November 2024

<b>Overall effectiveness</b>	<b>Good</b>
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The quality of education	<b>Good</b>
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Behaviour and attitudes	<b>Good</b>
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Personal development	<b>Good</b>
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Leadership and management	<b>Good</b>
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Overall effectiveness at previous inspection	Inadequate
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## **What is it like to attend this early years setting?**

### **The provision is good**

Leaders have made significant improvements to the oversight and management of the nursery since the last inspection. Leaders are passionate about the continuous vision and improvements they want to make. This has a positive effect on the safety and well-being of all children.

Leaders and staff now keep accurate, clear and detailed safeguarding records. Leaders have developed systems so it is easy to see the chronology of any actions taken. It is clear when referrals are made to other agencies, and all conversations are recorded. Processes for logging and checking absent children are clearly documented. Staff report any safeguarding concerns in a timely manner. There are strict procedures to follow if an unknown adult tries to collect a child. This helps to keep all children safe.

All children thrive in this nurturing and inviting nursery. Staff gather valuable information about children before they start. This helps them get to know children and forge early relationships. All staff are kind and warm. They offer hugs and reassurance to children if they need it. Consequently, children settle quickly in the arms of attentive staff. Children clearly feel happy, safe and secure here. Staff manage children's behaviour effectively. They gently implement rules and boundaries. Staff fully explain the impact any unwanted behaviour has on their safety or on the feelings of others. Staff support children to resolve minor conflicts, share and take turns. As a result, children show respect towards others, and this prepares them well for their next stage in education.

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

- Leaders design and implement a broad and ambitious curriculum for all children. They provide rich experiences that help close any gaps in children's knowledge. Staff understand how children learn. They regularly assess children's progress and plan specifically for each child's needs and interests. As a result, all children make good progress from their various starting points.
- The improvements in the training, coaching and support staff receive mean staff's knowledge of safeguarding procedures is now sound. Staff fully understand their role and responsibility to share concerns and follow up on any action that has been taken. Leaders monitor the effectiveness of training through meetings and quizzes. The quality of teaching is good. There are further opportunities for leaders to focus training and support on staff teaching practice, to enhance it to the highest level, across the whole staff team.
- There is a strong focus on developing a love for reading. Each room has core books and songs that children read and sing regularly. The books cover a variety of topics across the different areas of learning. For example, young babies listen

to books with lots of repetition of sounds. Older children enjoy books that discuss emotions and feelings. There is a lending library for children to choose books to share with their families at home. This broadens the number of words and literature children are exposed to in their early years.

- Leaders and staff value parents' opinions and feedback. The recent appointment of parent representatives means there are clear lines of communication and opportunities for parents to share any concerns. This provides a voice to all parents and means they can work together to implement any changes. Parents speak very positively of the nursery and the support they receive. They say they are always greeted with a warm welcome as they arrive for the day. As a result, strong and respectful relationships are built between home and nursery.
- Staff encourage all children to be independent. They support children to try tasks for themselves. For example, they clear their plates after lunch, put on their own coats, pour their own drinks and tuck in their chairs as they get up from the table. Children are learning to listen and follow instructions. This is preparing them well with important skills they will need in the future.
- Staff well-being is a priority, and there is a strong feeling of mutual respect. They work well as a team. Staff value the leader's supportive approach, and they are comfortable to share any concerns. Leader's complete supervision with staff and offer opportunities to speak regularly with the team. This breeds a supportive and positive culture among the whole team.

## **Safeguarding**

The arrangements for safeguarding are effective.

There is an open and positive culture around safeguarding that puts children's interests first.

## **What does the setting need to do to improve?**

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

- provide further support and coaching so that the standard of teaching is consistently high across the whole staff team.

## Setting details

<b>Unique reference number</b>	2496930
<b>Local authority</b>	Solihull
<b>Inspection number</b>	10361847
<b>Type of provision</b>	Childcare on non-domestic premises
<b>Registers</b>	Early Years Register, Compulsory Childcare Register
<b>Day care type</b>	Full day care
<b>Age range of children at time of inspection</b>	0 to 5
<b>Total number of places</b>	96
<b>Number of children on roll</b>	86
<b>Name of registered person</b>	Bright Stars Nurseries UK Limited
<b>Registered person unique reference number</b>	RP558337
<b>Telephone number</b>	01217449888
<b>Date of previous inspection</b>	23 July 2024

## Information about this early years setting

The Natural Childcare Company – Shirley registered in 2018. It is situated in Shirley, Solihull. The nursery opens Monday to Friday, all year round. Sessions are from 7.30am until 6pm. There are 26 members of childcare staff employed. Of these, one holds qualified teacher status, three hold qualifications at level 6, nine hold qualifications at level 3, two hold qualifications at level 2 and 11 are unqualified. The nursery offers the government funded places for childcare.

## Information about this inspection

### Inspector

Katie Rudge

## Inspection activities

- The manager and inspector completed a learning walk together of all areas of the nursery and discussed the early years curriculum.
- The inspector viewed the provision and discussed the safety and suitability of the premises.
- Children spoke with the inspector during the inspection.
- The inspector observed the quality of education being provided, indoors and outdoors, and assessed the impact that this was having on children's learning.
- Parents shared their views of the setting with the inspector.

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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