

# Redditch YMCA Pre-School and Nursery



Church Hill Community Centre, Loxley close, Church Hill, Redditch, B98 9JL

<b>Inspection date</b>	26 April 2017
Previous inspection date	14 January 2015

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Good</b>	<b>2</b>
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Good	2
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Good	2
Outcomes for children		Good	2

## Summary of key findings for parents

### This provision is good

- Staff are well qualified and place a high focus on building warm and trusting relationships with children. Consequently, children are happy, enjoy their learning and show a real sense of belonging.
- Staff provide a good range of stimulating activities for children to freely explore and investigate, in order to help support and extend children's learning. Children make good progress from their starting points.
- Staff are sensitive and knowledgeable about the children's individual needs and family circumstances. They provide a nurturing environment and meet their emotional and care needs well.
- Staff forge strong partnerships with parents, other professionals working with children and the local schools to promote children's care, education and welfare.
- There are effective systems in place to ensure the environment is safe and secure.

### It is not yet outstanding because:

- The manager does not use highly effective monitoring systems to identify where specific programmes of support can be implemented, in order to help close the attainment gaps even further between different groups of children.
- The professional development of individual staff does not identify precisely what they can do to raise the quality of their teaching to an exceptional level.

## What the setting needs to do to improve further

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

- develop highly effective monitoring systems about the progress of different groups of children, such as those receiving additional funding and those who speak English as an additional language, to help narrow the gap in their learning even more rapidly
- focus staff professional development more sharply on raising the quality of teaching to an exceptional level.

### Inspection activities

- The inspector observed the quality of teaching during activities indoors and outdoors, and assessed the impact this has on children's learning.
- The inspector spoke with staff and children during the inspection.
- The inspector completed a joint observation with the manager.
- The inspector held a meeting with the manager and area manager. She looked at relevant documentation and evidence of the suitability of staff working in the nursery.
- The inspector spoke to a number of parents during the inspection and took account of their views.

### Inspector

Parm Sansoyer

## Inspection findings

### Effectiveness of the leadership and management is good

Arrangements for safeguarding are effective. The manager, who is the designated lead for safeguarding, is knowledgeable and her role is clearly understood by the staff team. All staff are suitably trained in child protection issues and know the procedures to follow if they have any concerns about a child. Robust staff recruitment, vetting and induction systems help to ensure staff are suitable. Staff's ongoing suitability and knowledge of their roles and responsibilities are assessed at each staff supervision. The manager has a clear overview of the quality of care and education provided. There are well-focused improvement plans in place to help build on the good practice already achieved.

### Quality of teaching, learning and assessment is good

The pre-school leader is clearly committed and she and her staff use what they know about children's progress extremely well to motivate children to learn. All children benefit from a clear routine which incorporates a mix of adult-led activities, whole-group sessions and opportunities for them to freely explore. Staff carefully use an exciting range of resources to capture children's curiosity. For example, children use items, such as branches and blossom, to help them create their own paintings. All staff use the whole-group session well to teach children. For example, staff skilfully promote children's communication, literacy and listening and attention skills through fun activities.

### Personal development, behaviour and welfare are good

Staff caring for babies are attentive to their individual needs, including new children who are settling in. Staff ensure all babies have some one-to-one attention and often sing and look at books with them. The environment is safe, clean and organised well to help children increase their self-help skills and independence. Staff support children to make healthy choices from their lunch boxes, which are provided by parents. Children enjoy healthy snacks, including fruits and vegetables, and independently access their water bottles when they are thirsty. Children have daily opportunities to increase their physical skills as they play outdoors.

### Outcomes for children are good

All children make good progress from their starting points, including those who have special educational needs and/or disabilities. The gap between the attainment of the funded two-year-old children, those who speak English as an additional language and other children is narrowing. Many of these children start with lower starting points and do progress well. Children are well behaved, keen to learn and show good levels of interest in their play. They learn about the feelings of others and about differences within the group and the wider community. Children acquire the key skills in preparation for school.

## Setting details

<b>Unique reference number</b>	EY338265
<b>Local authority</b>	Worcestershire
<b>Inspection number</b>	1092803
<b>Type of provision</b>	Full-time provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register
<b>Age range of children</b>	0 - 5
<b>Total number of places</b>	48
<b>Number of children on roll</b>	88
<b>Name of registered person</b>	Worcestershire YMCA Limited
<b>Registered person unique reference number</b>	RP521630
<b>Date of previous inspection</b>	14 January 2015
<b>Telephone number</b>	01527 65668

Redditch YMCA Pre-School and Nursery opened in 1978. It is run by Worcestershire YMCA Limited. The nursery opens each weekday from 8am to 6pm for 51 weeks of the year. It employs 12 members of childcare staff. Of these, one holds an early years qualification at level 6, one holds level 5, nine hold level 3 and one holds level 2. The nursery provides funded early education for two-, three- and four-year-old children.

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