

Inspection of N Family Club Bushey

N Family Club, 73 Bushey Hall Road, Bushey WD23 2EN

Inspection date: 24 September 2024

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

Staff have a strong knowledge of the children they work with. Bonds between children and their key person are kind and warm. Staff support children's needs extremely well and show high levels of respect to children. For instance, they ask for babies' permission before changing their nappies. They provide children with warm reassurance and comfort when they need it. As a result of these meaningful interactions, children feel safe and secure in their surroundings.

Children behave well. Staff ensure that the nursery values are embedded in children's learning experiences. Staff speak respectfully to children, constantly modelling and promoting positive interactions. They adapt activities instantly in response to children's interactions with others. For instance, they talk to children about how they could cut dough to share between their friends. This helps children to form kind and meaningful friendships with others.

There is a strong curriculum in place that focuses on providing children with the key skills they need to become successful learners. The curriculum is carefully sequenced to build on children's knowledge and skills steadily. Staff have appropriate methods in place to identify children's initial starting points. There is a clear system across the nursery for tracking their progress and identifying appropriate next steps for children to build on what they already know and can do. As a result, all children make good progress.

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

- Children become effective communicators. Staff consistently use strategies across the nursery to communicate with children. For instance, they use Makaton signs to help children build their vocabulary. Toddlers communicate confidently with visitors, naming the toys they play with. The oldest children speak to their friends as they interact with one another, sharing their thoughts and ideas as they build on the games they are playing.
- Leaders and staff promote an inclusive environment. They help children to learn about other cultures that are important to those around them. They share recipes from their own cultures with families, giving them an opportunity to create these at home. Staff ensure that they develop the knowledge they need to meet all children's needs, including those with special educational needs and/or disabilities.
- Overall, staff engage well with children and have a positive impact on their learning. During structured times of the day, adult-led activities are carefully planned and delivered to support each child's individual stage of learning. However, occasionally during transitional times of the day, staffing arrangements and the routine in place do not fully benefit the oldest children. For instance, a

number of children become less engaged and focused during the transition after lunch. Some staff become busy completing tasks and not all children receive the support they need to deeply engage with activities.

- Leaders have good oversight of the staff team. They observe staff interacting with children regularly. This helps them to identify the strengths in the staff team and where staff may need further support. Leaders recognise the importance of staff well-being, and they gather the thoughts and views of their staff team regularly. Opportunities for staff to progress are strong. They receive a range of training and professional development opportunities. This positive support and encouragement helps them to feel valued and provides a positive environment for everyone.
- Staff provide children with explanations throughout their learning experiences. For instance, they speak to children about what the word 'knead' means as they mix and manipulate the dough mixture. They explain to the children how using their hands to mould the dough helps them to strengthen the muscles in their hands in preparation for writing. This helps children to understand the purpose of the activities they complete.
- Parents are very happy with the nursery. They speak highly about how staff gather information about children. For instance, they value the video call that staff complete with parents before children start attending. Parents are grateful for the advice and suggestions that staff provide to them to help their children develop at home. Staff encourage parents to share information about what children do at home, so that they can build on this when children return to the nursery.

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:

- strengthen staffing arrangements and routines in the pre-school room to enable staff to fully support the oldest children's learning at all times of the day.

Setting details

Unique reference number	2729093
Local authority	Hertfordshire
Inspection number	10364558
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 3
Total number of places	87
Number of children on roll	88
Name of registered person	N Family Bushey Ltd
Registered person unique reference number	2729094
Telephone number	020 3865 7402
Date of previous inspection	Not applicable

Information about this early years setting

N Family Club Bushey registered in 2023. It is situated in Bushey, Hertfordshire. The nursery operates from 7am until 7pm, all year round, excluding bank holidays and one week between Christmas and New Year. The nursery employs 27 members of childcare staff. Of these, 20 hold qualifications at level 2 or above, including two who hold qualifications at level 6. The nursery receives funding to provide free early education to two- and three-year-old children.

Information about this inspection

Inspector

Jenny Hardy

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 talked to staff at appropriate times during the inspection and took account of their views.
- The inspector and manager carried out a joint observation of an adult-led activity. They discussed the impact of staff's interactions with children on their learning and development.
- Parents shared their views of the nursery with the inspector.
- 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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