

Inspection of St Michael's Family Centre

St Michael's C of E Primary School, Saddlebow Road, King's Lynn, Norfolk PE30 5BW

Inspection date: 29 October 2019

Overall effectiveness	Outstanding
The quality of education	Outstanding
Behaviour and attitudes	Outstanding
Personal development	Outstanding
Leadership and management	Outstanding
Overall effectiveness at previous inspection	Outstanding

What is it like to attend this early years setting?

The provision is outstanding

Staff create an incredibly calm, quiet and thoroughly engaging environment for children. This contributes well to children's exceptional levels of focus and concentration in activities. Children are confident communicators. The calm environment enables their voices to be heard and encourages their keen listening skills. Children feel safe as they are confident to express their views, knowing they will be heard and valued. Children's enjoyment of their nursery experience is evident in all rooms.

Children develop extremely positive relationships with staff and each other. They show care and concern for their friends. For example, children check that their friends are not hurt when they fall over and help them back to their feet. Children play cooperatively together, showing good problem-solving skills, as they build a track to extend their interest in playing with vehicles.

The manager and senior staff team are inspirational leaders. They have clear ideas of what they want children to learn, how to maximise their learning potential and how this can be most successfully implemented in the setting. This vision is communicated clearly to the staff, who share the leaders' aspirations. They provide children with consistently rich and high-quality learning experiences in each nursery room.

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

- The manager is extremely proactive in supporting staff to continue their professional development. Staff training is focused on helping them to develop their skills to provide children with highly targeted interventions, particularly when promoting children's speech and language development. The manager acknowledges the training needs of her highly qualified senior staff team. She sources national professional development opportunities and conferences to inspire them and enhance their skills even further.
- Staff are extremely well supported in the setting. Following the recent changes to planning, staff confidently seek support from senior leaders, who promptly offer them personalised guidance. Leaders observe staff and give them feedback, encouragement and reassurance to build their confidence. The established staff team is extremely valued by the leaders, who implement effective systems to promote staff's well-being and reduce any workload burdens.
- Staff provide children with a wide range of learning experiences. At times, these are very simple but highly effective in helping children to learn and develop. Children excitedly explore with 'slime'. They use it in different ways according to their imagination and interest. Older children seek a partner to see how far they

can stretch the 'slime'. Younger children use it to make facial features on a pumpkin. All the time, staff join in with children, extending their learning and creating language-rich opportunities.

- The manager recognises that not all children have the same experiences outside of the setting. She provides every child with rich and enjoyable opportunities to engage with books, stories and rhymes. Babies listen for prolonged periods as staff read to them. Children who speak English as an additional language benefit immensely from being read to and listening to rich language. Consequently, they quickly develop their vocabulary and use of the English language.
- Staff develop close partnership working with parents. They inform parents how they promote children's learning in the nursery and support them to continue this at home. Parents comment highly favourably about children's experiences in the nursery. They say that the information they receive from staff clearly demonstrates the clear progress that their child has made.
- The manager reflects on environmental factors that are beneficial in promoting children's good behaviour. She considers the space and resources that children access and creates a warm, friendly and calm atmosphere. This has a positive impact on children's behaviour. Staff are excellent role models for children and manage their behaviour positively.
- Staff take account of children's diverse experiences and create a fully inclusive provision. They help children from all backgrounds to develop a sense of identity and celebrate similarities and differences. Staff and children communicate in different ways, such as through signs and gestures as they play group games. This ensures all children, including those with limited speech, benefit from the exciting opportunities on offer.

Safeguarding

The arrangements for safeguarding are effective.

The manager is highly experienced and knowledgeable in safeguarding matters. She takes a proactive approach to sharing information with other professionals and takes a lead role when acting on concerns. She engages with local networks of professionals to keep up to date about potential safeguarding issues in the local area. She shares her knowledge with parents, for example, about the possible risks children may be exposed to when accessing the internet. She understands her responsibility to promptly and decisively act on any concerns about children's welfare. Staff are confident in the procedures they must follow if they have any concerns about children.

Setting details

Unique reference number	EY411778
Local authority	Norfolk
Inspection number	10113186
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	0 to 11
Total number of places	65
Number of children on roll	77
Name of registered person	St Michael's Family Centre Committee
Registered person unique reference number	RP521712
Telephone number	01553 770 439
Date of previous inspection	11 February 2016

Information about this early years setting

St Michael's Family Centre registered in 2010. The nursery employs 17 members of childcare staff. Of these, 14 hold appropriate early years qualifications at level 3 or above. This includes one senior leader with early years professional status, one senior leader with early years teacher status and the manager who has a Master's degree. The nursery opens from Monday to Friday, from 8am until 6pm, for 50 weeks a year. The nursery provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspector

Julie Meredith-Jenkins

Inspection activities

- The inspector had a tour of the nursery and made observations throughout the inspection of children's experiences.
- The inspector spoke with staff, children and parents at appropriate times during the inspection.
- The inspector carried out a joint observation with one of the senior leaders of the nursery.
- The inspector held a meeting with the nursery manager.
- The inspector looked at a sample of documents, including evidence of staff's suitability and training.

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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