

Inspection of Kindred Harlow

Harlow Leisurezone, Second Avenue, Harlow, Essex CM20 3DT

Inspection date: 12 April 2022

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

What is it like to attend this early years setting?

The provision is outstanding

Children thrive in this stimulating nursery. They are exceptionally curious learners both inside and outside, clearly enjoying every moment of their day. Children's imagination is skilfully utilised and enhanced by the excellent attention staff give to planning opportunities that inspire children to think and share their ideas. Children apply their ideas in different contexts. While playing outside, they decide to race each other or see who can pull themselves up by the rope, to be the first to the top of the climbing frame. Competition is friendly and children have fun. Everyone looks out for each other.

Children explore the world around them as they learn to think and act for themselves. For example, they carefully delve through soil and bark to identify the creatures underneath. Children explore the scents and textures of a variety of herbs as they add chives, rosemary and mint to their play dough. While in the outdoor kitchen, they use real ingredients such as carrots, cornflakes, raisins and flowers to add to their recipes and potions. Children learn to count, draw and measure. They are learning to solve problems, reason and explain their thinking. Children are extremely thoughtful and well behaved. They invite others to join in their games and welcome children back, with real affection, after their nap. Staff's high expectations have ensured that the nursery has continued to develop through the COVID-19 pandemic as they have maintained purposeful communication with children and their families.

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

- The inspiring leadership team and highly qualified staff work exceptionally well together. They all have an excellent understanding of how children learn and progress from their starting points. This is because they take part in ongoing training events and expos and read extensive research. Time is taken to peer review and staff hold frequent meetings to discuss children's individual needs and interests in detail. They use their knowledge to plan a rich and varied curriculum that supports children to work effortlessly towards their full potential.
- Children are safe and secure. They learn to make positive decisions about the risks they take in their play. Children climb and clamber over wooden steps and the swaying rope bridge. They challenge themselves to go further.
- Children show that they really understand the changes that occur when they exercise. They point out that they become hot and sweaty and that they need a cold drink. Children enjoy a wide range of nutritionally balanced snacks and meals that help them to grow and thrive. They chat at mealtimes about what they are eating and how it helps to give their body energy. Children are also confident to share what they know about the importance of looking after their teeth.

- Staff have an extremely good understanding of child development. The excellent attention to deployment means that all staff have hands-on experience of working with all age groups across the nursery. This increases their understanding, at first hand, about the various development stages of children from birth to five years.
- Children are taught to value their independence from the earliest opportunity. Staff's high expectations ensure that all children learn to manage coats, shoes and zips. All children are supported sensitively by staff to manage their personal hygiene. Most toddlers are toilet trained before they reach their third birthday.
- Staff working with the youngest children clearly understand how they explore using sight, sound and touch, including using their mouth. To support this, staff ensure that all toys and resources are safe. This includes the use of yoghurt, with tiny amounts of food colouring, to create various pastel colours. During this inspection, the youngest children were intensely engaged moving inside and outside, thoroughly enjoying games of crawling chase. They had enormous fun using paintbrushes and fingers to daub the yoghurt paint onto paper and themselves.
- Staff nurture children's communication skills extremely well. They constantly engage children in meaningful and motivational conversations. Staff draw on children's experiences to help them build a rich vocabulary and understanding. Staff's expertise in supporting children's communication has enabled them to address needs arising from the pandemic. They recognised that children had lost the opportunity to socialise and hear a wider range of language, to complement home learning, and that older children would be starting school with a smaller than usual vocabulary. Staff completed 'Early Talk Boost' training and are proactive in providing targeted intervention to boost children's language skills and help narrow any gaps in learning. This helps to prepare children well for later learning, in particular their move to school.

Safeguarding

The arrangements for safeguarding are effective.

The designated safeguarding leads ensure that staff update their safeguarding knowledge continually through training, discussion and staff meetings. All staff confidently know the signs that indicate a child may be at risk of abuse or neglect. They understand the procedures to follow if they have a concern about a child's welfare. Staff have an excellent understanding of broader concerns, such as protecting children from extreme views and practices. The nursery is kept safe and secure.

Setting details

Unique reference number	EY399612
Local authority	Essex
Inspection number	10231513
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 at time of inspection	0 to 4
Total number of places	40
Number of children on roll	148
Name of registered person	Kindred Education (Essex) Limited
Registered person unique reference number	RP908098
Telephone number	01279454495
Date of previous inspection	7 October 2016

Information about this early years setting

Kindred Harlow registered in 2010. The nursery employs 15 members of childcare staff, 11 of whom are qualified at level 2 or above. One member of staff holds degree status. The nursery opens Monday to Friday, from 7am to 7pm, all year round. The nursery provides funded early education for two-, three- and four-year-olds.

Information about this inspection

Inspector

Lynn Clements

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 manager and the inspector completed a learning walk of the nursery, inside and outside.
- The inspector and the deputy manager carried out a joint observation of an activity and evaluated this together.
- Children spoke to the inspector about what they enjoy doing at the nursery.
- Parents and staff spoke with the inspector at appropriate times during the inspection, and some parents also sent emails, to share their views on the nursery.
- The inspector reviewed relevant documentation, including the suitability checks of all adults 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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