

Inspection of RAFA Kidz

RAF Digby, Ashby de la Launde, Lincoln LN4 3LH

Inspection date: 8 June 2022

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

Children of all ages in the nursery are happy and they explore independently or alongside an adult. Babies' bonds with staff are exceptionally good. When staff return from a break, they greet babies with a beaming smile and a request for a hug. This shows secure emotional attachments. Babies develop good levels of independence. Staff have high expectations of what they can do for themselves. They encourage them to fetch a tissue and wipe their own nose. Pre-school children share and play well together. They take it in turns to fill a bucket in the sand, waiting patiently for their turn.

Children are articulate and confident communicators. Toddlers are curious about visitors. They ask their name and what they are doing in the nursery. Pre-school children chat to visitors and tell them, 'I can run 100 metres fast, let me show you.' Children become highly engaged in the interesting range of activities staff plan for them. Babies use their senses to explore different textures such as cocoa powder, child-safe foam and water. They watch in wonder as staff clap their hands and create a mist of cocoa dust. Toddlers learn new concepts such as sinking and floating as staff set them challenges to see what sinks and what floats.

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

- The management team has a clear vision for the nursery and how it wants staff to develop. The manager offers regular meetings for staff. There is evidence of some strong practice. However, this is not yet consistent across the nursery. The manager acknowledges that there is scope to help new and inexperienced staff improve their teaching skills.
- Staff use every opportunity to develop children's vocabulary. They listen to and value children's contributions. Staff often introduce rhythm and rhyme into children's play. For example, as babies play with boats, staff sing 'Row, Row, Row Your Boat' to further support their learning. Pre-school children spontaneously sing popular rhymes to staff. As a result, children hear and explore new words, which helps them to develop the skills they need to be confident communicators.
- The manager and staff plan a curriculum to meet the emerging needs of children who attend. They consider the sequence in which they teach the children, and the skills children will need to make good progress. For example, in the pre-school room there is an emphasis on school readiness. Staff encourage independence and self-care skills, such as children being able to dress themselves. This contributes to children's learning journey into school.
- Staff give gentle reminders about taking turns when children choose the same popular toy, such as the pushchair. They remind children that 'sharing is caring' and suggest that if children have a problem, they should approach a member of

staff for support. This helps children to learn good social skills.

- The staff provide appealing outdoor environments that offer children lots of opportunities for exploration, risk and challenge. For example, babies show confidence and resilience as they try to climb a slope. Staff are on hand to provide encouragement with their last few steps up. Pre-school children thoroughly enjoy a more natural outdoor experience. They use their imagination in the mud kitchen and explore capacity with water and sand.
- The nursery offers care for children from military families. Staff go above and beyond to help children cope with parents' deployment away from them. For instance, they prepare 'deployment packs' for children and for the parent who is leaving the family home. These contain items to help with the enforced separation, such as jellybeans for the children. Children are encouraged to eat one each day of the deployment until the parent returns.
- The manager uses additional funding thoughtfully. For example, resources are purchased, such as games to encourage children to take turns and play harmoniously together. These extra benefits help to further promote children's learning, development and progress.
- Parents speak positively about their experience of the nursery. They comment that the manager and staff are committed, not only to the children but also to the wider family. Parents state that staff go to great lengths to meet the needs of their children.

Safeguarding

The arrangements for safeguarding are effective.

The manager is confident in her role in protecting children from harm. She acts promptly and effectively on any concerns she may have. Staff have a secure knowledge of the signs and symptoms that may indicate a child is at risk of harm. They know where to find contact details for their local safeguarding partnership, should they need to report a concern. Staff are aware of all safeguarding issues, such as extremism and domestic abuse. Staff make good use of the walk to the camp gym to teach children about road safety. When they get to a road, children tell staff, 'You need to look left and right.'

What does the setting need to do to improve?

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

- continue the support for newer and less-experienced staff to help raise their good level of practice even higher.

Setting details

Unique reference number	2578832
Local authority	Lincolnshire
Inspection number	10238389
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 12
Total number of places	112
Number of children on roll	132
Name of registered person	Rafa Kidz Limited
Registered person unique reference number	2546234
Telephone number	01526 327653
Date of previous inspection	Not applicable

Information about this early years setting

RAFA Kidz registered in 2020 and is situated on a military base in Digby, Lincolnshire. The nursery employs 26 members of staff. Of these, 17 hold appropriate early years qualifications at level 3 and above, including two staff with qualified teacher status. The nursery opens from Monday to Friday, all year round except for bank holidays and two weeks at Christmas. Sessions are from 7.30am until 5.30pm. The nursery provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspector

Sharon Alleary

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 manager and has taken that into account in their evaluation of the provider.
- The manager and the inspector completed a learning walk together of all areas of the nursery and discussed the early years curriculum.
- The quality assurance manager, nursery manager, deputy manager, staff and children spoke to 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.
- The manager and the inspector carried out a joint observation together.
- The inspector looked at relevant documentation and evidence of the suitability of staff working in the nursery.
- The inspector spoke to a selection of parents and took account of written feedback offered.

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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