

# Inspection of Crossley Mill Nursery

New Road, Hebden Bridge, West Yorkshire HX7 8AD

---

Inspection date: 18 September 2025

<b>Overall effectiveness</b>	<b>Good</b>
------------------------------	-------------

---

The quality of education	<b>Good</b>
--------------------------	-------------

Behaviour and attitudes	<b>Good</b>
-------------------------	-------------

Personal development	<b>Good</b>
----------------------	-------------

Leadership and management	<b>Good</b>
---------------------------	-------------

Overall effectiveness at previous inspection	Good
--	------

## What is it like to attend this early years setting?

### The provision is good

Children thrive in this nurturing, home-from-home nursery. From the moment they arrive, they are welcomed by familiar, caring staff and eagerly engage in the day's activities. The nursery provides a rich blend of structured learning and spontaneous child-led play, allowing children to flourish. For example, outdoors, children develop mark-making skills with chunky paintbrushes in the sand. Indoors, children refine their fine motor skills by using glue spreaders to stick beads onto gingerbread men.

The setting offers a flexible settling-in period over multiple sessions to ensure each child's transition is smooth. Children form secure bonds with their key persons, confidently seeking them for cuddles and reassurance. Children feel safe, happy and valued. Building on this secure foundation, staff use effective observations and assessments to understand what each child knows and to identify their next steps in learning.

Staff are quick to identify children who need extra support with their learning. For example, they provide a rapid response for children with special educational needs and/or disabilities (SEND). This includes implementing interventions, acting swiftly on referrals and working in close partnership with parents by listening to their concerns and ensuring they are integral to each child's individual support.

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

- The curriculum is well-planned and sequenced to embed prior learning and offer further challenge. Staff have high expectations, aiming for children to leave as confident, independent learners who can manage their self-hygiene, ready for school. However, during some larger group activities, staff do not consistently ensure quieter children have the same opportunities as their peers to share ideas and extend their thinking.
- Children's behaviour is a strength. Staff skilfully help them manage their emotions by getting to their level, discussing feelings and calmly reiterating simple rules such as 'kind hands' and 'walking feet'. Smooth transitions prevent anxiety, and resilience is encouraged through activities such as rebuilding a fallen tower together. Children play collaboratively, share toys and smile at one another, showing a strong sense of belonging.
- Partnerships with parents are strong. Parents are welcomed into the nursery community. Daily updates on children are provided face-to-face and via an online app, which shares photos, activities and learning targets. Parents are actively involved in the life of the nursery, participating in events such as the local parade and Father's Day breakfasts. Parents feel staff are 'like family' and that children are 'valued, nurtured and loved'.
- Developing communication and language is a nursery-wide priority. Targeted

training in early speech and language is shared across the team, ensuring a consistent approach. Staff use children's names to get attention, model language clearly and use songs, rhymes and gestures to aid understanding. During play, they engage children by asking thoughtful questions to extend ideas and share new vocabulary. This focus extends to story time, where enthusiastic storytelling captures children's attention and develops a love of books.

- Children have a wide range of opportunities to develop their physical skills. The nursery has invested significantly in an outdoor area that encourages risk-taking and physical challenge. Children confidently navigate different terrains, including ramps, climbing equipment and tunnels. They develop their gross motor skills as they work together to push large tyres up a ramp or use their whole bodies to crawl up a grassy hill.
- Children's health and well-being are a clear priority. Children have constant access to fresh water, and mealtimes are calm, well-organised social occasions. During meals, children are encouraged to be independent, pouring their own water and learning turn-taking while serving themselves and discovering new vocabulary, such as 'chickpea'. The nursery's fully vegetarian menu was decided in consultation with families to reflect the local community.
- The leadership team has a clear and ambitious vision for the nursery to be the 'heart and soul' of the community, placing a high priority on staff's well-being. This focus has created a dedicated and long-standing team. All staff benefit from effective coaching and training. Leaders are seen as approachable and encouraging, with a genuine open-door policy that makes staff feel like part of a family.

## 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 opportunities for children who are quieter or less confident to become more involved during group times, to fully develop their communication and language skills.

## Setting details

<b>Unique reference number</b>	303727
<b>Local authority</b>	Calderdale
<b>Inspection number</b>	10407351
<b>Type of provision</b>	Childcare on non-domestic premises
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Day care type</b>	Full day care
<b>Age range of children at time of inspection</b>	0 to 3
<b>Total number of places</b>	79
<b>Number of children on roll</b>	60
<b>Name of registered person</b>	The Hebden Bridge Nursery Action Group Limited
<b>Registered person unique reference number</b>	RP524666
<b>Telephone number</b>	01422 845820
<b>Date of previous inspection</b>	7 January 2020

## Information about this early years setting

Crossley Mill Nursery registered in 1998. The nursery employs 18 members of childcare staff. Of these, one holds an appropriate early years qualification at level 6, one holds level 5, one holds level 4 and 15 hold qualifications at level 3. The nursery opens Monday to Friday, all year round, except for one week at Christmas, one week during summer, and bank holidays. Sessions run from 7.30am until 6pm. The nursery offers funded early education places for children aged from nine months to four years.

## Information about this inspection

### Inspector

Josie Cumiskey

## Inspection activities

- The nursery manager joined the inspector on a learning walk of all areas of the nursery and discussed the early years curriculum.
- The inspector observed the interactions between staff and children.
- The inspector and manager completed a joint observation of a planned communication and language group activity.
- The inspector discussed how staff support children with SEND.
- The inspector spoke to parents during the inspection, looked at several parental emails and took account of their views.
- The inspector spoke with the manager and deputy manager about the leadership and management of the nursery.
- The inspector observed the quality of education being provided for all children, both indoors and outdoors.
- Children spoke with the inspector during the inspection about what they enjoy doing at nursery.
- The inspector viewed the provision and discussed the safety and suitability of the premises.
- The inspector looked at relevant documentation and reviewed evidence of the suitability of staff working in the nursery.
- The inspector discussed with staff how they deal with and record accidents and incidents.

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.

If you are not happy with the inspection or the report, you can [complain to Ofsted](#).

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk).

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit [www.nationalarchives.gov.uk/doc/open-government-licence/](http://www.nationalarchives.gov.uk/doc/open-government-licence/), write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: [psi@nationalarchives.gsi.gov.uk](mailto:psi@nationalarchives.gsi.gov.uk)

This publication is available at <https://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate  
Store Street  
Manchester  
M1 2WD

T: 0300 123 1231  
Textphone: 0161 618 8524  
E: [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk)  
W: [www.gov.uk/ofsted](http://www.gov.uk/ofsted)

© Crown copyright 2025