

Incredible Kids (Derby) Limited

2 Royal Scot Road, Derby, Derbyshire, DE24 8AJ



Inspection date

3 November 2015

Previous inspection date

Not applicable

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Not applicable	
Effectiveness of the leadership and management		Requires improvement	3
Quality of teaching, learning and assessment		Requires improvement	3
Personal development, behaviour and welfare		Good	2
Outcomes for children		Requires improvement	3

Summary of key findings for parents

This provision requires improvement. It is not yet good because:

- The quality of teaching is variable. Some staff working with younger children do not effectively promote their communication and language skills.
- Arrangements to check the quality of staff practice are not yet effective. The manager does not monitor the staff's teaching sharply enough, in order to ensure teaching is consistently good.
- Children in pre-school do not have effective opportunities to consistently extend their emerging writing skills during play.

It has the following strengths

- Babies and children are happy and settled. Staff are kind and encouraging, helping children to grow in confidence and feel valued. Staff recognise the uniqueness of each child. The good key-person system enhances relationships with children and their families.
- Staff complete detailed assessments of children's learning. They plan stimulating activities that are of interest to the children. There are well-coordinated strategies to support disabled children, those who have special educational needs and those who speak English as an additional language. Staff make good use of expertise from outside the nursery to help children with their learning.
- Parental involvement in their children's learning is valued and well promoted. Managers and staff keep parents well informed about their children's progress and provide ideas to help them support their children's learning at home.

What the setting needs to do to improve further

To meet the requirements of the Early Years Foundation Stage the provider must:

Due Date

- | | |
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| ■ ensure staff in the toddler room improve how they teach communication and language skills. | 31/01/2016 |
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To further improve the quality of the early years provision the provider should:

- develop a more effective process for overseeing staff performance so practice is consistent across the nursery, paying particular attention to how staff teach children communication and language skills
- provide more opportunities for children to develop their early writing skills further to help build on their early literacy development.

Inspection activities

- The inspector spoke to the owner, manager, members of staff and children at appropriate times during the inspection.
- The inspector carried out a joint observation with the manager.
- The inspector took account of the views of parents spoken to on the day of the inspection.
- The inspector observed children at play, both inside and outside.
- The inspector looked at children's learning records and planning documentation.
- The inspector checked evidence of the suitability and qualifications of staff working with the children, the policies and procedures and the manager's action plan.

Inspector

Janice Hughes

Inspection findings

Effectiveness of the leadership and management requires improvement

Safeguarding arrangements are effective. Staff are confident about child protection procedures and know what to do if they have any concerns about a child's welfare. Risk assessments are used to minimise hazards. Children are kept safe, their good health is promoted and they are protected from harm. Recruitment procedures are rigorous and suitability checks for staff are robust. However, new checks on staff's ongoing performance are just being introduced. These are not yet developed enough to identify and tackle the inconsistencies in staff teaching. Management promote ongoing training and staff work well together as a team. The manager has a good overview of the progress most individual children make. Management reflects on the provision appropriately and identify some of the nursery's strengths and weaknesses. They involve the parents and children in this process.

Quality of teaching, learning and assessment requires improvement

Overall, staff are well qualified and understand that children learn through play. Most staff interact well with the children and encourage their learning effectively. However, in the toddler room, some staff do not promote children's speaking skills well enough. In addition, they do not encourage the children to think or give them time to respond to their suggestions and questions. In contrast, staff in the pre-school room use questioning effectively and hold purposeful conversations with the children. Children are active learners. Pre-school children paint and talk about leaves as they create leaf prints. Babies enjoy exploring glue and watch with excitement as it runs through their fingers. Children show increasing levels of confidence and motivation to explore and experiment using a wide variety of stimulating resources. However, pre-school children do not have a broad range of opportunities to write for different purposes and practise early writing as part of their play.

Personal development, behaviour and welfare are good

Children receive the care and support they need to become settled and play happily. Staff in the baby room are very caring and nurturing. All children are supported well to develop positive relationships with each other. Children behave well. Managers and staff have consistent expectations and give children clear praise for good behaviour and tolerance. Children respect each other, learning how to take turns and share the toys they play with. They have discussions with staff that help them to develop their understanding about staying safe and healthy. Children's physical needs are met well. They have plenty of opportunity to play outdoors in the fresh air and develop their physical skills. Children are well supported in their moves throughout the nursery and to other settings.

Outcomes for children require improvement

Overall, children make steady progress in their learning, given their starting points, including funded children. They are acquiring key skills in readiness for the move on to school. Children throughout the nursery do well with their personal, social, emotional and physical development. Most children's literacy and mathematical skills are developing well.

Setting details

Unique reference number	EY477956
Local authority	Derby, City of
Inspection number	982715
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Age range of children	0 - 8
Total number of places	91
Number of children on roll	129
Name of provider	Incredible Kids (Derby) Limited
Date of previous inspection	Not applicable
Telephone number	01332 224288

Incredible Kids (Derby) Limited was registered in 2014. The nursery opens all year round from 7am until 6pm, Monday to Friday, except for a week between Christmas and New Year and bank holidays. The nursery receives funding for free early education for two- and three-year-old children. It supports disabled children, those who have special educational needs and those who speak English as an additional language. The nursery employs 26 members of childcare staff. Of these, 20 hold appropriate early years qualifications at level 2, 3 or 4. One member of staff has Early Years Professional status and two hold a Foundation Degree in Early Childhood Studies.

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