

Headstart Day Nursery

1 Spencer Street, Leamington Spa, Warwickshire, CV31 3NE



Inspection date

15 December 2015

Previous inspection date

20 February 2013

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Satisfactory	3
Effectiveness of the leadership and management		Requires improvement	3
Quality of teaching, learning and assessment		Requires improvement	3
Personal development, behaviour and welfare		Requires improvement	3
Outcomes for children		Requires improvement	3

Summary of key findings for parents

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

- The provider has not ensured that staff are supported in their professional development enough. Staff do not have a good standard of knowledge and skills needed to deliver the educational programme well.
- The systems for observation, assessment and planning are not fully effective. Staff do not always adequately consider the individual needs, interests and stages of development of each child.
- Staff sometimes overlook the needs of younger or less-able children during group activities.
- Partnerships with parents are not fully established or effective. Staff have not made sure that there is always a shared approach to children's learning. They do not involve parents sufficiently in their children's learning.

It has the following strengths

- The nursery is warm and welcoming for children. Staff provide a range of appropriate toys and resources to help promote children's learning and development. Staff encourage children to access resources freely and they show good levels of independence, curiosity and imagination.
- Staff are kind and caring. Children form close, trusting relationships with them. Staff are positive role models in the way they speak to the children and each other. They promote children's good manners and consideration towards others.
- Children enjoy daily fresh air and exercise outdoors. Staff provide a range of healthy, balanced meals and snacks. Children's health and well-being are well supported.

What the setting needs to do to improve further

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

	Due Date
<ul style="list-style-type: none"> ■ focus the professional development of staff on improving the knowledge and skills needed to raise the quality of teaching and to support children in making good progress in their learning 	27/01/2016
<ul style="list-style-type: none"> ■ develop effective systems to observe, assess and monitor children's learning, using observation to identify their individual needs, interests and stage of development, and use this information to plan a challenging and enjoyable experience for each child in all of the areas of learning and development. 	27/01/2016

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

- improve the planning and organisation of group activities and adapt experiences to suit the different abilities and needs of the children
- enhance partnerships with parents and promote a shared approach to children's care and learning.

Inspection activities

- The inspector observed activities inside and outdoors.
- The inspector conducted a joint observation with the manager.
- The inspector sampled a range of documentation, including children's learning records and staff suitability checks.
- The inspector spoke to the provider, managers, staff and children at appropriate times throughout the inspection.
- The inspector took account of the views of parents spoken to on the day.

Inspector

Trisha Turney

Inspection findings

Effectiveness of the leadership and management requires improvement

Since the last inspection the provider has taken some steps to improve practice. The management team has reflected on and evaluated the provision and set targets for improvements. For example, new systems have been implemented for planning, observation and assessment. However, these changes have not yet succeeded in raising the overall quality of the provision. This is because the provider has not focused on staff's professional development sufficiently. All staff are qualified and have received some required training, such as first aid and safeguarding. This supports them in promoting children's health and well-being. However, staff have not been supported to update and improve their teaching skills. Not all staff understand how to deliver the educational programme well or how to assess children's progress correctly. The provider does not consistently monitor children's progress sufficiently well. Monitoring and assessment records are not always accurate. This means that gaps in children's learning are not always identified or addressed quickly enough. The arrangements for safeguarding are effective. Staff are aware of the procedure to follow should they have any concerns about a child's welfare.

Quality of teaching, learning and assessment requires improvement

The quality of teaching is variable. Staff have a basic understanding of how to promote children's learning as they play. They observe children and plan some group activities that follow children's current interests. However, staff do not always consider the different ages and abilities of the children during group activities. This means that some children quickly lose interest and are not sufficiently engaged in learning. Staff interact with children to extend their learning as they play. They promote mathematical skills as they talk to children about size and shapes. Children learn to be creative as they make clay models and paint pictures. Staff encourage them to name and be proud of their achievements. They help children to develop good levels of confidence.

Personal development, behaviour and welfare require improvement

Children are happy and settled in the nursery. Staff offer gradual settling-in sessions to help children feel emotionally secure. Detailed information is obtained from parents about their child's likes, dislikes and abilities. Parents are very happy with the service provided. However, the ongoing partnership with parents is not fully effective. Staff do not always share enough details with parents about the care of their child. Parents are not sufficiently encouraged to share information about their child's learning and achievements at home. Staff have established links with local schools to support children with the move when the time comes. They share information with teachers and invite them to visit children in the nursery.

Outcomes for children require improvement

Children are not making consistently good progress in their learning and development. However, staff do promote children's self-care skills and independence suitably. Staff help children to gain a range of basic skills they will need for their future learning.

Setting details

Unique reference number	200617
Local authority	Warwickshire
Inspection number	1028006
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Age range of children	2 - 4
Total number of places	20
Number of children on roll	22
Name of provider	Brenda Massey
Date of previous inspection	20 February 2013
Telephone number	01926 882120

Headstart Day Nursery was registered in 1989. The nursery employs four members of childcare staff. Of these, three hold appropriate early years qualifications at level 3 and one holds level 2. The nursery opens Monday to Friday all year round. Sessions are from 8am until 6pm. The nursery provides funded early education for two-, three- and four-year-old children.

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