

Happylands Day Nursery

Lyppard Grange, Ankerage Green, Worcester, Worcestershire, WR4 0DZ



Inspection date

11 February 2016

Previous inspection date

3 September 2013

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Satisfactory	3
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Requires improvement	3
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Requires improvement	3

Summary of key findings for parents

This provision is inadequate

- The provider and manager do not demonstrate a thorough enough understanding of the legal requirements. Children's welfare and safety are compromised because of weaknesses in safeguarding practice.
- Risk assessments with regard to volunteers who regularly work closely with children have not been carried out. Information to verify their identity and suitability has not been obtained.
- Children's welfare, health and safety are compromised because the arrangements for the safe storage and administration of medication are not well managed, clear or effective.
- The provider and manager have not sufficiently addressed breaches in requirements that were raised at the previous inspection. Staff who have overall responsibility for safeguarding are not clear on the procedures to follow if an allegation is made against a member of staff.
- Performance management arrangements are not sharply focused on ensuring that the quality of teaching is consistently good. Staff do not have regular opportunities to discuss and evaluate their teaching skills.

It has the following strengths

- Partnership work between staff and parents means information is exchanged that helps to promote consistency for children.
- Children's move on to school is well managed because the nursery works closely with local schools.

What the setting needs to do to improve further

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

	Due Date
<ul style="list-style-type: none"> ■ obtain a Disclosure and Barring Service check for every person who works directly with children 	11/03/2016
<ul style="list-style-type: none"> ■ ensure information with regards to the name, home address and telephone number is maintained for any person who has regular contact with children 	12/02/2016
<ul style="list-style-type: none"> ■ ensure that robust risk assessments are carried out with regard to the arrangement and management of volunteer adults who work regularly and closely with children 	12/02/2016
<ul style="list-style-type: none"> ■ ensure the appointed designated lead practitioner responsible for safeguarding fully understands the procedure to follow in the event of an allegation being made against a member of staff or persons working with children 	12/02/2016
<ul style="list-style-type: none"> ■ improve the arrangements for the storage of medication, with particular regard to ensuring that medicines are stored appropriately and that all medication is labelled clearly with each child's name 	12/02/2016
<ul style="list-style-type: none"> ■ ensure that the procedure for the administration of medication is improved, this must include obtaining all required information with regards to children's need for specific medicines, dosage, date, the time when medicine should be given and maintaining an up-to-date record of when any medicines have been given 	12/02/2016
<ul style="list-style-type: none"> ■ develop the performance management arrangements for staff to promote opportunities that improve and evaluate the quality of teaching. 	11/04/2016

Inspection activities

- The inspector observed the quality of teaching and assessed the impact this has on children's learning.
- The inspector completed two joint observations with the nursery manager.
- The inspector held meetings with the nursery manager and provider.
- The inspector looked at relevant documentation, including the nursery's self-evaluation and evidence of the suitability of adults working in the nursery.
- The inspector spoke to a selection of parents during the inspection and took account of their views.

Inspector

Julia Galloway

Inspection findings

Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding are not effective. Monitoring and evaluation of the overall performance of the nursery are weak. The provider and manager have not identified significant weaknesses in practice that have a negative impact on children. Although staff have attended the required safeguarding training, not all staff are clear on the procedures to follow if an allegation is made against a member of staff. Procedures for the recruitment and vetting of staff are appropriate. However, the arrangements for other volunteer adults who regularly work closely with children are not robust. The provider and manager have not obtained information with regards to the full name, address and telephone number of these persons, or carried out appropriate suitability checks. Risk assessments have not been undertaken to establish the supervision and monitoring arrangements for regular volunteers working with children. This significantly compromises children's welfare and safety. The provider and manager have not established effective arrangements for staff's performance management. Staff have one-to-one discussions with senior staff to discuss training and the general arrangements for children, however, opportunities to evaluate their teaching skills have not yet been provided.

Quality of teaching, learning and assessment requires improvement

The quality of teaching is not always consistently good. Although all staff are well qualified, their teaching skills do not always fully promote children's learning. During adult-led large-group activities for the older children, staff focus too much on asking questions to the most confident children. When some children attempt to join in and share their contribution, they are asked to wait but then do not get their turn. In addition, staff working with the youngest children do not make sure that activities are matched to children's next steps or abilities. This means that some children's learning is not effectively supported or extended. Children's physical development is promoted because they have frequent opportunities to move around and be more active in the outdoor environment. The nursery environment is well laid out and opportunities for children to explore and investigate independently, helps to enable their learning. Staff generally prepare a varied range of resources which helps children to develop their own thoughts and ideas. Children thoroughly enjoy painting using wet mud and using marbles to make marks on paper. Key persons observe and assess the progress that children are making. They are quick to seek professional advice where children are not making expected progress. Staff work in partnership with parents, staff and professionals to implement targeted provision. This helps children to begin to catch up with their peers in readiness for their move to school.

Personal development, behaviour and welfare are inadequate

Children's emotional well-being is compromised because they have the opportunity to build strong and affectionate bonds with adults whose identity and suitability has not been checked. Furthermore, the manager has not ensured that the arrangement for storage and administration of medication is meeting legal requirements. Medicines are not appropriately labelled with children's full names. Staff do not always seek precise information with regards to why medication is required, the dosage, and time or date it is needed. In addition, when medication is given to children, staff do not always record this

in a timely way. This poor practice significantly compromises children's safety. Staff act as good role models and teach children to be kind and polite. Children are reminded of the importance of sharing and taking turns. As a result, children play cooperatively together and develop good friendships.

Outcomes for children require improvement

Most children, including those who receive funded education and those with special educational needs, make at least typical progress. This helps to prepare them for the move on to school. However, outcomes for children are not as good as they could be because the quality of teaching is not always consistently strong.

Setting details

Unique reference number	205401
Local authority	Worcestershire
Inspection number	1028690
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	0 - 4
Total number of places	60
Number of children on roll	88
Name of provider	Happylands Limited
Date of previous inspection	3 September 2013
Telephone number	01905 729900

Happylands Day Nursery was registered in 1978 and is based in Worcester. The nursery employs 14 members of childcare staff. Of these, all hold appropriate early years qualifications at level 3, including one with Early Years Professional status and one with Qualified Teacher Status. The nursery opens from 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. The nursery supports children who speak English as an additional language and those with special educational needs.

This inspection was carried out by Ofsted 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.

Any complaints about the inspection or the report should be made following the procedures set out in the guidance 'Complaints procedure: raising concerns and making complaints about Ofsted', which is available from Ofsted's website: www.gov.uk/government/organisations/ofsted. If you would like Ofsted to send you a copy of the guidance, please telephone 0300 123 4234, or email enquiries@ofsted.gov.uk.

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 Support Service (Cafcass), schools, colleges, initial teacher training, work-based learning and skills training, 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 4234, or email 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/, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at www.ofsted.gov.uk/resources/120354.

Interested in our work? You can subscribe to our website for news, information and updates at www.ofsted.gov.uk/user.

Piccadilly Gate
Store St
Manchester
M1 2WD

T: 0300 123 4234
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/government/organisations/ofsted

© Crown copyright 2015

