

# Fennies @ Hook Road

1A, Epsom, Surrey, KT19 8TH



## Inspection date

Previous inspection date

5 January 2016

Not applicable

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Requires improvement</b>	<b>3</b>
	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		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:

- There are weaknesses in staff deployment and the organisation of daily routines is not always effective. At times, babies who are waiting to be fed do not receive good quality care.
- The management team does not monitor the effectiveness of assessment and planning in each of the children's groups to ensure that every child is making good progress in their learning.
- Insufficient consideration is given to planning for outdoor play and to meeting the needs of children who learn better outdoors. Children have a limited choice of activities outdoors and there is no differentiation in the resources available for the different ages and abilities of children.

### It has the following strengths

- Children are confident, happy and form good relationships with their key person.
- Older children develop appropriate skills that prepare them for their move to school.
- Disabled children and those who have special educational needs are well supported through staff teaching and effective partnership working with parents and other professionals involved in their care and learning.

## What the setting needs to do to improve further

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

	<b>Due Date</b>
■ ensure staff are deployed effectively to meet the needs of younger children, particularly during mealtimes	13/01/2016
■ improve monitoring systems to track children's progress more closely, and plan learning opportunities more precisely, to help all children make the best possible progress.	30/01/2016

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

- improve the play and learning opportunities for children who prefer to learn outdoors.

### Inspection activities

- The inspector spoke to staff, children and the manager at appropriate times and observed activities in the indoor and outdoor play areas.
- The inspector completed a joint observation with the deputy manager of the provision.
- The inspector sampled a range of documentation.
- The inspector took account of the views of parents spoken to on the day of the inspection.
- The inspection was carried out following the risk assessment process.

### Inspector

Tara Naylor

## Inspection findings

### **Effectiveness of the leadership and management requires improvement**

The management team uses some evaluation to identify areas of strength and is working with new staff to improve the quality of teaching. They use regular meetings, appraisals and training to support staff in their professional development. Safeguarding is effective. Staff have a secure understanding of what to do if they have any concerns about the welfare of a child. Recruitment procedures are robust. Staff use daily risk assessments and visual checks to help maintain a safe environment throughout the nursery. Staff are suitably qualified and adult-to-child ratio requirements are met overall. However, the management does not check that the deployment of staff ensures children receive the support they need. For example, when a member of staff leaves the baby room to collect lunches seven hungry babies are left in the care of two staff, who struggle to pacify them while they wait for their food. When sufficient staff are present, babies receive good care and attention. Management tracks the progress of children within the nursery. However, this is not fully effective in helping to check that staff plan suitable activities and give good support to help narrow any gaps in children's learning.

### **Quality of teaching, learning and assessment requires improvement**

Overall, children enjoy their time at the nursery. Staff use activities that motivate and extend older children's learning well. For example, staff teach children about letters and sounds to build skills that support their future learning, in preparation for school. Good information sharing takes place between staff, parents and other professionals to make sure that children who have special educational needs are fully included and their needs catered for. Overall, staff use regular observations and assessments of children's learning effectively to plan for their future development. They identify children's starting points and next stages for learning. However, younger children do not always benefit from focused educational programmes that help them to reach their full potential.

### **Personal development, behaviour and welfare require improvement**

Children generally settle well and form strong bonds with staff, and with each other. This supports their emotional well-being. Indoors, children are able to easily choose toys and resources that motivate their play; however, outdoors, toys and resources are not so readily available to choose independently. Children learn to value and respect the needs of others. Staff teach children to play cooperatively. The children behave well. They enjoy a wide range of healthy meals and snacks and most enjoy the social experiences of mealtimes. Babies do not always have positive experiences at mealtimes.

### **Outcomes for children require improvement**

Overall, children make steady progress from their starting points. Older children are developing skills in numeracy and literacy and are suitably prepared for school.

## Setting details

<b>Unique reference number</b>	EY481429
<b>Local authority</b>	Surrey
<b>Inspection number</b>	1034947
<b>Type of provision</b>	Full-time provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register, Compulsory Childcare Register
<b>Age range of children</b>	0 - 8
<b>Total number of places</b>	148
<b>Number of children on roll</b>	82
<b>Name of provider</b>	Fennies Day Nurseries Limited
<b>Date of previous inspection</b>	Not applicable
<b>Telephone number</b>	0208 770 3222

Fennies @ Hook Road registered in November 2014. The nursery is one of eight day nurseries owned by Fennies Day Nurseries Ltd. It is situated in Epsom town centre. The nursery is open each weekday from 7.45am until 6.30pm for 51 weeks of the year. The nursery receives funding for the provision of free early education for children aged two, three and four years. There are 21 employees, of whom 15 work directly with the children; of these, seven have relevant childcare qualifications at level 2 or above. One member of staff has Early Years Professional Status.

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