

Highview Baby Unit

Highview Baby Unit, Hall Green Close, Upholland, SKELMERSDALE, Lancashire, WN8 0DX



Inspection date

Previous inspection date

19 February 2016

28 October 2015

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Inadequate	4
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:

- Not all staff consider children's individual needs and stages of development to plan appropriately challenging learning opportunities. As a result, there are inconsistencies in children's experiences because not all activities are appropriate for the age and stage of development of the very young children.
- Reflection does not always identify a variety of opportunities to raise the quality and consistency of children's learning experiences. There are inconsistencies in the quality of teaching and missed opportunities to support children's learning and development.

It has the following strengths

- Partnerships with parents are sound. Parents are involved in their child's care and learning. Children benefit from the collaborative approach to having their needs met. This shared approach contributes to children settling quickly and having their care needs consistently well met.
- An effective key-person system helps children feel secure, settle quickly and benefit from trusting relationships with staff. All staff are clear about their role in helping children form strong emotional attachments.
- Children are settled and respond positively to staff who frequently praise them. Lunchtime routines support children's early understanding of expectations, such as how to behave at the table and take turns.
- Staff engage in sensitive care practices which support children's physical and emotional well-being. Children are happy and demonstrate good bonds with the caring and responsive staff.

What the setting needs to do to improve further

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

Due Date

- ensure all staff fully understand the development of children and use this information to provide appropriate experiences to consistently promote their learning and development. 29/04/2016

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

- ensure staff teaching is monitored effectively to help raise the overall quality of teaching, so that all children make at least good progress.

Inspection activities

- The inspector observed the quality of teaching during activities and assessed the impact this has on children's learning.
- The inspector held meetings with the registered individual and the manager of the setting.
- The inspector conducted a joint observation with the manager.
- The inspector checked evidence of the suitability and qualifications of staff working with children, discussed how practice is evaluated and the nursery's improvement plans.
- The inspector looked at children's assessment records, planning documentation and the nursery's self-evaluation document.
- The inspector took account of the views of parents spoken to on the day of the inspection.

Inspector

Jacqueline Midgley

Inspection findings

Effectiveness of the leadership and management requires improvement

The arrangements for safeguarding are effective. Staff understand the procedures to follow if they have a concern about a child's welfare which helps to ensure their safety. The registered person and manager have worked hard to address the actions raised at the last inspection. The managers are steadily developing their reflective practice and are keen to drive up quality. The manager observes practice, engages staff in professional supervision and team meetings. This helps to ensure that care practices are consistently good. Staff attend training, including mandatory training, such as safeguarding and paediatric first aid. This has a positive impact on keeping children safe and healthy. However, monitoring has failed to identify inconsistencies in teaching practice and staff's understanding. Managers have failed to ensure all staff fully understand the development of the very young children attending the nursery and use this information to provide appropriate experiences to support their learning and development.

Quality of teaching, learning and assessment requires improvement

All staff are qualified and most use their knowledge well to provide good quality teaching. Staff demonstrate some good teaching skills when they encourage babies to explore textures and seek new experiences. They provide varying levels of challenge to help babies progress in their learning. However, there are inconsistencies in the quality of teaching and children's learning experiences. Not all experiences are appropriate for the age and stage of development of the children. Some experiences are too challenging for babies and do not fully support their learning and development. Not all staff demonstrate a clear enough understanding of what children can achieve. As a result, the very young children are not always supported well to make the best progress in their learning.

Personal development, behaviour and welfare are good

Caring and nurturing interactions by staff help children to feel emotionally secure. Children's individual care needs are well met and their confidence and emotional well-being are effectively supported. Children's early understanding of good behaviour is well supported. Staff calmly and consistently communicate their expectations. Children are relaxed, happy, kind to each other and eagerly participate. Their independence skills are fostered well, appropriate to their age and stage of development. This helps them to develop confidence in carrying out simple tasks for themselves. Children have plenty of outdoor play, contributing to their good health and physical well-being. Effective strategies are in place to prepare children emotionally for the next stage in their learning at the nursery's sister setting. Children are accompanied by their key person during visits to prepare them for the next stage in their learning. They are well supported to bond with their new key person.

Outcomes for children require improvement

Children, generally, demonstrate progress that is typical for their age. However, the inconsistencies in staff's understanding of appropriate experiences mean that some children progress less quickly than others.

Setting details

Unique reference number	309637
Local authority	Lancashire
Inspection number	1032269
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 - 2
Total number of places	18
Number of children on roll	19
Name of provider	Jean Ann Hurst
Date of previous inspection	28 October 2015
Telephone number	01695 627 277

Highview Baby Unit was registered in 1998. The nursery employs seven members of childcare staff. All staff hold appropriate early years qualifications between level 2 and level 3. The nursery opens from Monday to Friday, all year round. Sessions are from 7.30am until 6pm.

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