

Banana Moon Day Nursery Welwyn Garden City

Woodhall Lane, Welwyn Garden City, AL7 3TP



Inspection date

3 March 2016

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		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:

- Teaching is variable. Managers do not use supervision constructively to improve staff knowledge, understanding and practice. The quality of teaching is not effectively monitored to ensure that underperformance is tackled swiftly.
- Ongoing observations and assessments are not used effectively to inform the planning and provide suitably challenging activities in the room for two- to five-year-old children.
- Staff do not consistently reinforce children's growing awareness of how hygiene practices contribute to their good health.
- On occasions, staff do not recognise when planned activities can be adjusted to present even more challenge and extend children's learning.

It has the following strengths

- Young babies develop strong bonds with staff. The well organised key-person system supports young children to form secure attachments and promotes their care and well-being. All children's personal, social and emotional development is warmly supported.
- Staff promote children's understanding of their personal safety during day-to-day activities. Children benefit from regular opportunities to explore a wide range of good quality toys and resources that support their learning.
- Partnerships with parents are good. Settling-in procedures, and follow-up parent discussions, help staff and parents to work together to support and encourage children's confidence.

What the setting needs to do to improve further

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

	Due Date
■ implement effective supervision and monitoring of staff to identify inconsistent practice and training needs and use this to provide a suitable programme of professional development	04/06/2016
■ improve the use of ongoing observations and assessments to inform planning and monitor children's learning and development.	04/06/2016

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

- promote opportunities for children to learn about the importance of good hygiene and how it links with their health
- develop staff's awareness of how to adapt and extend activities to consistently provide appropriate challenge for older, more-able children.

Inspection activities

- The inspector held a meeting with the nursery manager and a member of staff from the head office.
- The inspector carried out two joint observations and evaluated these with the nursery manager.
- The inspector spoke to a small number of parents during the inspection and took account of their views.
- The inspector observed the quality of teaching during activities indoors and outdoors, and assessed the impact this has on children's learning.
- The inspector reviewed the provider's self-evaluation records and discussed how staff reflect on practice to make improvements.
- The inspector spoke with the nursery owners, staff and children at appropriate times throughout the inspection.
- The inspector looked at relevant documentation, such as evidence of the suitability of staff working in the nursery. She also viewed the setting's safeguarding and complaints policies and procedures.

Inspector

Jo Rowley

Inspection findings

Effectiveness of the leadership and management requires improvement

The arrangements for safeguarding are effective. The manager and staff team attend regular child protection training. They know the procedures to be followed if they have a concern about a child's welfare. Regular and thorough risk assessments are completed to ensure that the nursery is safe for children. The nursery has a secure entrance procedure and staff promote the effective use of a password system, ensuring that children's safety is paramount. Recruitment and induction procedures are robust and the required suitability checks are completed to make certain that staff are suitable and qualified to work with children. However, the quality of teaching is not effectively monitored to make sure that teaching is consistently strong in all areas of the nursery. In addition, staff supervision is not yet used effectively to support staff with their ongoing professional development. The newly opened nursery has a range of improvement plans in place and managers have the necessary skills to improve the quality of the provision. Staff work well together. They are beginning to evaluate and discuss improvements that will have a positive impact on children's outcomes. Partnerships with parents and carers are warmly encouraged through daily communication and regular opportunities to share children's achievements in the nursery and at home. Nursery staff communicate with staff at other settings that children attend, promoting a consistent approach to children's learning.

Quality of teaching, learning and assessment requires improvement

The well-qualified staff team engages children in activities that are enjoyable and interesting. Children's communication and language development is promoted well. For example, staff introduce new words and vocabulary as young babies explore the feel of different textures and as older children join in with creative activities. However, some staff are reluctant to adapt activities, such as when children wish to investigate what happens when they mix materials together. Staff incorporate children's interests into planning. However, observations and assessments are not yet used effectively to provide suitably challenging activities for older children.

Personal development, behaviour and welfare require improvement

Children are motivated and behave well. Staff are suitable role models and join in with children's imaginative play, such as spontaneous games of peek-a-boo with very young children. Staff support all children to be independent and they encourage them to make choices for themselves. The nursery provides well-balanced meals and snacks. They meet children's dietary needs effectively and provide healthy options for children to choose from. Children settle quickly and leave their main carers with ease, demonstrating that they feel secure and happy.

Outcomes for children require improvement

Babies are making good progress in their learning and development. However, despite the level of staff's qualifications, there are inconsistencies in the quality of teaching and care for older children. This means that these children are not making such good progress. Even so children are gaining the basic skills they need to be ready for school or the next stage of their learning. Overall, staff are helping children to become successful learners.

Setting details

Unique reference number	EY491553
Local authority	Hertfordshire
Inspection number	1027646
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register
Age range of children	0 - 5
Total number of places	64
Number of children on roll	29
Name of provider	Kiddie Cove Nurseries Limited
Date of previous inspection	Not applicable
Telephone number	01707707420

Banana Moon Day Nursery Welwyn Garden City was registered in 2015. The nursery employs four members of childcare staff, all of whom hold a relevant qualification at level 3. The nursery opens Monday to Friday from 7.30am until 6.30pm, for 51 weeks of the year. The nursery provides funded early education for two-, three- and four-year-old children.

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