

# Phoenix Nursery

Phoenix Nursery, Fry Road, STEVENAGE, Hertfordshire, SG2 0QQ



## Inspection date

25 February 2016

Previous inspection date

22 July 2015

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

## Summary of key findings for parents

### This provision is inadequate

- Since the last inspection, managers have failed to identify further significant areas of weakness. Management does not demonstrate sufficient capacity to improve.
- The system used by managers for staff's professional development is not effective. It lacks rigour in tackling identified underperformance to improve teaching skills and raise the standard of staff practice.
- The assessment of children's levels of development is not undertaken frequently enough by staff. Planning is not effective as it does not accurately reflect what children know and can do. Staff are not aware of children's individual next steps in learning to help them make sufficient progress.
- Staff are not vigilant in monitoring and maintaining good hygienic practices to promote children's good health. They do not routinely wash their hands after changing nappies or ensure that children are provided with clean bedding at sleep time.

### It has the following strengths

- Children enjoy spending time in the nursery playing with their peers. They also develop close bonds to their key person and other members of staff.
- Children thoroughly enjoy a tasty and nutritious range of snacks and meals prepared for them by the manager. This helps towards promoting their understanding of healthy eating. Parents report that they are impressed with the food and that their child's eating has improved since starting nursery.
- Staff speak to parents daily about their child's changing care needs. Parents typically state that they would be confident to approach staff and feel that could speak to any of them about their child.

## 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
■ provide staff with effective supervision that offers support, coaching and training to improve the quality and consistency of teaching	10/03/2016
■ ensure that assessment of children's achievements is frequently undertaken by staff and is used to accurately plan the next steps in learning for each child	10/03/2016
■ ensure that stringent hygiene procedures are consistently followed to minimise the risk of the spread of infection and promote children's good health	10/03/2016
■ ensure that outdoor activities are planned for and taken on a daily basis.	10/03/2016

## Inspection activities

- The inspector observed the quality of teaching during activities indoors and assessed the impact this has on children's learning.
- The inspector completed a joint observation with the deputy manager.
- The inspector held a number of discussions with the manager. She looked at relevant documentation, such as self-evaluation and evidence of the suitability of all those working at the setting.
- The inspector spoke to a small selection of parents during the inspection. She also took account of their views through feedback provided.

## Inspector

Ann Cozzi

## Inspection findings

### Effectiveness of the leadership and management is inadequate

Arrangements for safeguarding children are ineffective. Hygiene practice is poor and staff do not take appropriate action to minimise the risk of the spread of infection. All required checks are completed on staff as part of the recruitment and vetting procedures. Staff are aware of the nursery's safeguarding policy and procedures and know what to do if they have a concern about a child. Supervision meetings are held each term. Despite identifying areas of underperformance among staff, managers have failed to ensure that effective action has been taken to raise the quality of practice. They have not ensured that effective monitoring and targeted support is in place to raise the quality of staff's teaching. After the last inspection, the well-qualified managers developed an action plan to improve practice. Children are now provided with more opportunities to determine their personal care needs. Children are also given more time to develop their ideas to explore things for themselves and to conclude their activities.

### Quality of teaching, learning and assessment is inadequate

Staff do not assess their observations of children's learning frequently enough. This leads to planning that is based on information which is often insecure. Staff lack the skills and ability to plan effectively or recognise when activities and routines can be changed in response to children's needs. Children's learning is disturbed at times as staff do not take action to address rising noise levels which often occur as a result of the poor planning. The support received by children is inconsistent and does not ensure that they are challenged at an appropriate level to help them make progress. There is a reasonable range of activities on offer and, at times, children are occupied. Parents are invited to attend meetings with key persons twice a year. They exchange information verbally and can view their child's learning journal at any time. However, the information provided to parents about their children's developmental levels is often inaccurate.

### Personal development, behaviour and welfare are inadequate

Children's health is not promoted effectively. Staff do not follow stringent hygiene procedures when changing babies nappies. Children are not given clean individual bedding. The environment is organised to encourage children to help themselves to toys and resources. However, as staff are not aware of some children's capabilities, they do not always encourage them to carry out simple tasks for themselves, such as preparing their snacks. Children enjoy spending time with the staff and develop close bonds with them. Children learn how to keep safe and respond well to discussions with staff about how to sit safely on their chair. However, the overall poor planning contributes to fewer opportunities for children to spend time in the fresh air every day.

### Outcomes for children are inadequate

Children do not make sufficient progress in developing the essential skills that they need, such as self-awareness and independence. Their ability to develop their concentration and listening skills is hindered. Not all children are adequately prepared for their next stage in learning or for starting school.

## Setting details

<b>Unique reference number</b>	EY309806
<b>Local authority</b>	Hertfordshire
<b>Inspection number</b>	1023307
<b>Type of provision</b>	Sessional provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Age range of children</b>	0 - 7
<b>Total number of places</b>	26
<b>Number of children on roll</b>	39
<b>Name of provider</b>	Claire Michelle Erzingher
<b>Date of previous inspection</b>	22 July 2015
<b>Telephone number</b>	01438 352366

Phoenix Nursery was registered in 2005. The nursery employs six members of childcare staff. They all hold appropriate early years qualifications at level 2 and above, including one with Early Years Professional status and three with a degree in early years and education. The nursery opens from Monday to Friday all year round. Sessions are from 7.45am until 5.30pm. The nursery provides funded early education for two-, three- and four-year-old children.

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