

Happylands Private Day Nursery

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



Inspection date	1 June 2016
Previous inspection date	11 February 2016

The quality and standards of the early years provision	This inspection:	Good	2
	Previous inspection:	Inadequate	4
Effectiveness of the leadership and management		Good	2
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Good	2
Outcomes for children		Good	2

Summary of key findings for parents

This provision is good

- The manager and staff have worked hard together to make significant improvements since the last inspection. Reflective and evaluative practice is becoming embedded to help to clearly identify strengths and weaknesses within the nursery.
- The environment provides children with a wealth of opportunities to explore, investigate and make choices about what they would like to do. Children are confident to try out their own ideas, as they make structures with a range of different materials.
- All staff are well qualified and they continue to update their training. Staff have one-to-one supervision meetings with managers, and regular team meetings help to ensure that staff understand their roles and responsibilities.
- Children's different learning styles are very well provided for. Staff are highly skilled at planning adaptable activities that develop and evolve as children join in with them. Children are confident to share their ideas.
- Staff forge positive relationships with parents and other professionals. This helps to ensure children's individual needs are taken into account and catered for at all times.

It is not yet outstanding because:

- The manager has begun to build on the performance arrangements for staff. However, she does not yet continuously evaluate the quality of staff practice to help further improve their teaching skills.
- Staff do not always focus on helping some children to express their feelings and emotions and be more aware of the needs of other children.

What the setting needs to do to improve further

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

- build on the arrangements for performance management for staff to continue to raise the quality of teaching to the highest level
- find more ways to help children to understand and express their feelings and help them to be more confident to accept and understand the needs of others.

Inspection activities

- The inspector observed the quality of teaching during activities indoors and outside.
- The inspector completed a joint observation with the manager.
- The inspector held a meeting with the manager and discussed the impact of self-evaluation and monitoring.
- The inspector looked at relevant documentation, such as evidence of the suitability of staff and other adults working in the nursery.
- The inspector spoke to a small selection of parents during the inspection and took account of their views.

Inspector

Julia Galloway

Inspection findings

Effectiveness of the leadership and management is good

The arrangements for safeguarding are effective. Clear systems monitor children's welfare and safety. All staff understand what to do if they have any concerns about the children. The manager has developed a good overview of all aspects of the setting and she works closely with the staff team. The culture of staff working together as a team to raise standards is having an extremely positive impact on the environment that is provided for children. Partnerships with local schools are strong and the nursery endeavours to build relationships with all of the schools that children move on to. Children benefit from opportunities to use the facilities in a nearby school environment. The eventual move to full-time school is well planned. The manager and room leaders use overall monitoring to ensure that all children progress well. They clearly identify any gaps in an individual child's or group of children's development to ensure they get the additional help and support they need.

Quality of teaching, learning and assessment is good

Children's learning and development are promoted well. Teaching in the outdoor area is very strong because staff are skilled at working in this environment. The extremely wide range of activities and resources means that children remain engaged and focused on what they are doing. Children use their imagination well as they encourage staff and other children to join them on an imaginary train and airplane. They excitedly talk about travelling to different countries. Babies enjoy exploring texture and colour through experiences that encourage them to use their senses. Staff have a good understanding of the progress each child is making. Parents contribute to children's assessments and they work closely with key persons to help children achieve their next steps in learning.

Personal development, behaviour and welfare are good

All children appear happy and settled. The key-person system means that all children build bonds with a person who gets to know them and their families very well. Children are gaining independence to do things for themselves. They learn to take responsibility for putting on outdoor boots and coats. Staff teach children how to use tools and equipment appropriately. Children handle tools, such as hammers and non-electric drills, expertly when taking part in woodwork activities. Children are gaining an excellent understanding of the natural world. They enjoy planting and growing herbs and vegetables. There are many opportunities for children to be physically active, which helps to promote their good health. Staff teach children to stretch their muscles in preparation for music and movement sessions.

Outcomes for children are good

Children make good progress and are well prepared in readiness for school. They are confident during speaking and listening activities at group times. Older children's thinking skills are developing very well. They confidently use pipes, tubes and containers to make structures to carry water from one area to another. Younger children begin to understand their own identity and the similarities and differences in each other. They excitedly identify each other in pictures during the morning welcome song.

Setting details

Unique reference number	205401
Local authority	Worcestershire
Inspection number	1040519
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	91
Name of registered person	Happylands Limited
Registered person unique reference number	RP910089
Date of previous inspection	11 February 2016
Telephone number	01905 729900

Happylands Private Day Nursery was registered in 1978 and is based in Worcester. The nursery employs 14 members of childcare staff, all of whom hold appropriate early years qualifications at level 3 and above, 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.

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