

Teddies Tots

Windsors Of Watford, Sandown Road, Watford, WD24 7UE



Inspection date	8 September 2016
Previous inspection date	Not applicable

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Not applicable	
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

- Staff have a limited knowledge of child protection and the safeguarding requirements. They do not have a clear understanding of the signs and symptoms that would raise a concern. Staff are not clear about who to contact or procedures to follow for reporting any concerns regarding children's safety and welfare.
- The quality of teaching is variable. Children are not consistently offered challenging activities to extend and promote their learning and development.
- Staff induction is not used effectively to establish a clear process to support new staff in learning about the nursery's policies and procedures. Staff do not have a good understanding of their roles and responsibilities within the setting. This has a negative impact on the learning experiences that are offered to children.
- Staff supervision does not accurately identify weaknesses in their practice. Staff are not supported to access appropriate professional development opportunities to enhance and strengthen their knowledge and skills.
- Staff do not share information with parents about the progress checks which are completed for children aged between two and three years.

It has the following strengths

- Children are happy and settled in the nursery. Staff provide a practical settling-in process which supports children to be confident in their surroundings.
- Children behave well and are kind to one another. Staff provide consistent messages and support to enable children to learn the differences between right and wrong.

What the setting needs to do to improve further

To meet the requirements of the early years foundation stage the provider must:

	Due Date
<ul style="list-style-type: none"> ■ gain a secure knowledge and understanding of the signs and symptoms of abuse and neglect and the up-to-date procedures for reporting such concerns to the relevant agencies 	22/09/2016
<ul style="list-style-type: none"> ■ improve the quality and consistency of teaching and provide children with suitably challenging experiences to promote their learning 	06/10/2016
<ul style="list-style-type: none"> ■ strengthen the staff induction process to ensure new starters understand information about the nursery's policies and procedures and have a good understanding of their roles and responsibilities 	22/09/2016
<ul style="list-style-type: none"> ■ improve staff supervision to identify weaknesses in staff practice and provide professional development opportunities to focus more sharply on improving knowledge and skills to strengthen the quality of teaching 	06/10/2016
<ul style="list-style-type: none"> ■ provide parents with a short written summary of the information gathered in the progress check for children aged between two and three years. 	22/09/2016

Inspection activities

- The inspector observed the quality of teaching during activities indoors and outdoors and assessed the impact this has on children's learning.
- The inspector completed a joint observation with the nursery manager.
- The inspector held a meeting with the nursery manager and provider. She looked at relevant documentation, such as the nursery's self-evaluation and evidence of the suitability of staff working in the nursery.
- The inspector spoke to parents and children during the inspection and took account of their views.

Inspector

Michelle Baldock

Inspection findings

Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding are not effective. Staff do not have a good understanding of the signs and symptoms that would raise concerns about the safety and welfare of children. They do not know the procedure to follow when reporting a concern. Staff do not know who to contact in their Local Safeguarding Children Board. The staff induction process is not robust. Staff do not effectively learn about their roles and responsibilities or gain a good understanding about the nursery's policies and procedures in order to promote children's daily safety and well-being. Supervision of staff practice is not effective and management does not provide relevant professional development opportunities. Staff do not develop their understanding or strengthen their skills to improve the quality of teaching provided for children. Staff evaluate their practice and identify some weaknesses and set targets for improvement. They seek the views of parents and children and incorporate their ideas into aspects for developing their practice. Staff have established links with settings that children move on to in order to pass on information that helps children to settle.

Quality of teaching, learning and assessment is inadequate

Staff do not have a good understanding of how children learn and develop. They do not consistently provide challenging activities to support children to make better progress. Staff complete a record of achievement for progress checks which are completed for children aged between two and three years. However, next steps in learning are not identified and these records are not shared with parents. These are not used to inform planning to meet the children's needs or to identify a weakness in their development. Staff plan some basic activities that children enjoy. For example, children have fun splashing in water play and squeezing out water from sponges. Children enjoy making their own shakers using a variety of different materials and objects and this helps to support some areas of their creative development.

Personal development, behaviour and welfare are inadequate

The weaknesses in the leadership and management of the nursery compromise children's welfare. Staff's limited knowledge of child protection and safeguarding puts children's safety at risk. Children learn some independence skills, such as helping themselves to a healthy snack and tidying toys away at the end of a session. Their self-confidence is supported through the praise and encouragement they receive for their achievements. Staff promote children's understanding of living a healthy lifestyle. They provide nutritious meals and snacks. Staff talk with children about making healthy choices and discuss what foods are good for them. Children have daily opportunities for exercise as they play on bicycles, push along cars and take part in dance sessions. Staff talk to children about respecting each other's differences. They take part in creative activities related to different festivals that are celebrated by children at the nursery and in the wider community.

Outcomes for children are inadequate

Children are not making enough progress in their learning and development to be prepared with the skills necessary for being ready for school. Children are not provided

with sufficient stimulating learning experiences to raise their level of progress. However, children's starting points are being identified and discussed with parents. Children learn some self-help skills, such as washing their hands before meals and after outdoor play and putting on their own shoes.

Setting details

Unique reference number	EY489545
Local authority	Hertfordshire
Inspection number	1023001
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	41
Number of children on roll	51
Name of registered person	Rita Rosalie Ashton
Registered person unique reference number	RP907935
Date of previous inspection	Not applicable
Telephone number	01923255400

Teddies Tots was registered in 2015. The nursery employs 11 members of childcare staff. Of these, five hold appropriate early years qualifications at level 3. The nursery opens from Monday to Friday, all year round. Sessions are from 7.30am until 6.30pm. The nursery provides funded early education for two-, three- and four-year-old children.

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