

Inspection date	23 November 2016
Previous inspection date	1 April 2014

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Good	2
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

- The manager has identified weaknesses in the nursery and poor staff practice but is not taking sufficient steps to improve this. Outcomes for children are inadequate.
- Staff fail to supervise babies and toddlers adequately during activities. They do not identify or take action to minimise risks to their physical welfare.
- Staff have a poor knowledge of how to tailor children's care and play experiences to meet their individual needs. Staff do not receive enough support to help them improve.
- The provider fails to ensure that the management team and staff have a good understanding of how to use their observations of children to plan for their individual learning needs effectively. Monitoring of children's progress is poor. The management team lacks confidence in how to use its monitoring systems and does not know what progress children are making.
- The quality of teaching is poor. This hinders the progress that children make. For example, younger children and those who are learning English as an additional language are not supported effectively to develop their communication and language skills.
- The provider does not ensure that a record of all accidents and incidents for all children in the setting is maintained. Not all documentation required for the safe management of the provision is available for inspection.

It has the following strengths

- Children enjoy opportunities to playing outside in the spacious play area.

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
■ improve the supervision of babies and toddlers to keep them safe	25/11/2016
■ tailor babies' and toddlers' care and play experiences to meet their individual needs	30/12/2016
■ monitor the effectiveness of staff practice and provide the necessary coaching, support and training to improve the quality of care and teaching	30/12/2016
■ ensure a written record of all accidents and injuries, and first aid treatment given to children, is maintained	30/12/2016
■ ensure all records and documentation required for the safe management of the provision are easily accessible and available	30/11/2016
■ improve staff's understanding of how to plan for children's next steps in learning and monitor their progress accurately	30/12/2016
■ use assessment to identify effectively where children are in their learning and use the information gained to plan activities that build on what children know and can do	30/11/2016
■ provide good support to help children to develop their communication and language skills, with particular regard to younger children and those who are learning English as an additional language.	30/11/2016

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

- improve the effectiveness of self-evaluation and implement plans to make improvements without delay.

Inspection activities

- The inspection took place following the risk assessment process.
- The inspector observed the quality of teaching and children's learning inside and outside. She spoke to staff and children at convenient times during the inspection.
- The inspector spoke to a small number of parents during the day and took account of their views.
- The inspector checked evidence of the suitability checks of the staff team, confirmation of staff training, recruitment procedures, looked at a selection of children's records and discussed safeguarding procedures and the self-evaluation process.
- The inspector carried out two joint observations with the manager.

Inspector

Tara Naylor

Inspection findings

Effectiveness of the leadership and management is inadequate

The provider and management team know that practice is not yet good enough but they are taking insufficient action to support staff adequately and improve weaknesses. This leads to poor quality care and learning for children. The provider does not ensure that the manager and staff monitor and assess children's progress effectively. Staff lack an understanding of how to support children's learning and are not monitoring the progress they make accurately. The management team introduced a new system to record children's learning earlier this year, but neither they nor staff understand how to use it effectively. Poor organisation of the nursery means that during the inspection, documentation was not easily accessible or available, as required. Safeguarding is ineffective. Head office staff carry out relevant checks to make sure staff are suitable to work with children. Staff have completed safeguarding training and understand child protection procedures. However, they do not assess risk well enough or supervise children adequately to keep them safe. There are sufficient staff deployed in the nursery to meet ratio requirements.

Quality of teaching, learning and assessment is inadequate

Although staff have relevant early years qualifications, they have a poor understanding of how to support children's care and learning. Assessments of children's learning are not accurate and staff do not plan for children's learning needs effectively. Staff do not use opportunities to develop children's communication and language skills, particularly for younger children and those who are learning English as an additional language. Staff do not engage these children in conversations and introduce children to new words or sounds. For example, staff planned a painting activity with babies, but their interaction with the babies was poor. Staff failed to identify the learning potential of the activity. Planned activities are not used well enough to help children make adequate progress. For example, staff planned an activity to encourage older children's writing skills but failed to tailor the activity to reflect children's differing abilities. Some children quickly became bored and disinterested and announced 'we are finished'.

Personal development, behaviour and welfare are inadequate

The lack of staff's awareness of risk and their inadequate supervision of children compromise children's welfare. Staff do not give sufficient consideration to children's stage of development, abilities and needs when organising activities. For example, during the inspection, staff secured babies in chairs but did not assess toddlers' needs when seating them, and one child fell from a chair. The nursery provides a range of healthy meals and snacks. Staff follow appropriate routines during mealtimes to ensure that all children's dietary and cultural needs are met. Older children develop a suitable understanding of how to manage some age-appropriate tasks. Children's emotional needs are met adequately, overall. However, the weaknesses in teaching mean that some children become bored and disinterested in activities, as they are not motivated or challenged in their learning. Staff do not maintain accurate records of all accidents in the setting. On the day of the inspection, they were unable to find record forms to show how they record and advise parents of accidents at the nursery. This is a breach of a welfare requirement.

Outcomes for children are inadequate

Outcomes for children, including for those children who are learning English as an additional language, are poor. Weak teaching means that children do not gain adequate communication and language skills, and this has an impact on the level of progress that children make. Not all children gain the skills that they need for future learning.

Setting details

Unique reference number	131615
Local authority	Southampton
Inspection number	1078210
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	63
Number of children on roll	121
Name of registered person	Southampton University Hospital NHS Trust
Registered person unique reference number	RP902357
Date of previous inspection	1 April 2014
Telephone number	023 8079 8778 or 023 81 208778

Taplins Day Nursery is one of two nurseries run by University Hospital Southampton NHS Foundation Trust and opened in 1998. It operates from a purpose-built building located on the campus of Southampton General Hospital in Hampshire. The nursery provides care for children with parents working at the hospital. The nursery is open Monday to Friday from 7am to 6.30pm all year round. The nursery is in receipt of funding for the provision of free early education for children aged two, three and four years. There are 26 staff working with the children; of these, 24 hold a relevant early years qualification at level 2 and above.

This inspection was carried out by Ofsted under sections 49 and 50 of the Childcare Act 2006 on the quality and standards of provision that is registered on the Early Years Register. The registered person must ensure that this provision complies with the statutory framework for children's learning, development and care, known as the early years foundation stage.

Any complaints about the inspection or the report should be made following the procedures set out in the guidance 'Complaints procedure: raising concerns and making complaints about Ofsted', which is available from Ofsted's website: www.gov.uk/government/organisations/ofsted. If you would like Ofsted to send you a copy of the guidance, please telephone 0300 123 4234, or email enquiries@ofsted.gov.uk.

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory Support Service (Cafcass), schools, colleges, initial teacher training, work-based learning and skills training, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 4234, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence/, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at www.ofsted.gov.uk/resources/120354.

Interested in our work? You can subscribe to our website for news, information and updates at www.ofsted.gov.uk/user.

Piccadilly Gate
Store St
Manchester
M1 2WD

T: 0300 123 4234
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/government/organisations/ofsted

© Crown copyright 2016

