

# Fennies Albert Road

Albert Road, Horley, Surrey, RH6 7HS



<b>Inspection date</b>	24 January 2017
Previous inspection date	26 April 2016

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Requires improvement</b>	<b>3</b>
	Previous inspection:	Good	2
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:

- Systems in place to monitor and observe staff are not ensuring that teaching is consistently strong across the nursery.
- The staffing arrangements in place to support babies' emotional well-being and help them feel settled are not fully effective.
- Procedures to ensure that parents are aware of accidents require strengthening to ensure there is a clear record of information being shared.
- The nursery still developing more effective ways to engage with parents and ensure they are fully involved in their children's learning and development.

### It has the following strengths

- Leaders and managers are ambitious and keen to develop the nursery further.
- Recent action has ensured that safeguarding policies and procedures have been strengthened and are understood by managers and staff.
- Parents praise the staff team and find them warm and approachable.
- The nursery premises are clean and safe. Security is good and ensures that no unwanted visitors can access the nursery.

## What the setting needs to do to improve further

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

	<b>Due Date</b>
■ develop effective systems to monitor and observe staff in order to ensure that teaching is consistently strong and that children make good progress, especially in their communication and language development	31/03/2017
■ ensure the key person arrangements are effective in supporting babies to settle quickly and build secure attachments	12/02/2017
■ ensure that procedures for the recording of accidents are followed and clearly show that parents have been informed of any accident or injury sustained by their child.	12/02/2017

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

- continue to develop strategies to ensure parents are fully engaged in their children's learning and development.

### Inspection activities

- The inspector spoke to a few parents and took their views into account.
- The inspector spoke to staff and children at suitable times throughout the inspection.
- The inspector observed the quality of teaching and children's learning both indoors and outside.
- The inspector carried out a joint observation of teaching with the nursery manager.
- The inspector sampled the nursery's documentation, including records of children's learning, case notes and staff files.
- The inspector held meetings with the management team at the nursery.

### Inspector

Penny Fisher, Her Majesty's Inspector

## Inspection findings

### Effectiveness of the leadership and management requires improvement

Systems in place to monitor the quality of teaching across the nursery are not fully effective. For example, leaders do not ensure that staff complete children's records in a timely manner. New ways to observe, assess and plan for individual children have been introduced but are not being used well enough by some staff. New arrangements for room leaders to monitor the work of their staff are not yet making a positive difference. The management team has a clear sense of direction. They recognise the need to develop staff's understanding of good quality teaching and have plans in place to address this, including well-targeted training. Safeguarding is effective. A range of actions have been taken to improve the team's knowledge and understanding of how to keep children safe and manage any concerns. These include a full review of policies and procedures, training for both managers and staff and a safeguarding audit.

### Quality of teaching, learning and assessment requires improvement

The quality of teaching is variable across the staff team. A sharper focus is needed on the development of children's speaking skills. This is an area where nursery records show that some children are not doing as well as could be expected. While some staff model language well, others miss opportunities to extend children's learning. For example, they do not talk about what the children are doing during their play or explain how things work. Staff are beginning to plan activities based on children's interests, such as space travel. This means that most children are generally well engaged during the day.

### Personal development, behaviour and welfare require improvement

On the day of the inspection there were staff absences in the baby room. Nevertheless, routine arrangements to ensure that children feel comfortable in the nursery are not fully effective. For example, babies' nappies are changed by casual staff members. This does not support babies in developing secure attachments and at times babies were distressed. Older children enjoy their time at the nursery. Children of all ages go out in the fresh air every day, although the range of planned activities and resources outdoors is more limited than indoors. Good improvements have been introduced to encourage children's independence in readiness for school. For example older children wash their own hands, help to serve themselves at mealtimes and clear away their plates when they have finished. New ways to further involve parents, for example by increasing attendance at parents' evenings, are being developed.

### Outcomes for children require improvement

There is more to do to ensure that children are making the best possible progress. For example, staff do not encourage older children to talk with them and share their news over lunch. Children learn about healthy lifestyles and try a range of fruits and vegetables. Staff have had recent training to help them manage children's behaviour in a positive manner. As a result, children generally behave well. When activities capture children's interest, they concentrate well. For example, babies make marks in wet sand and pre-schoolers enjoy mixing colours when making rainbow clouds. Most toddlers joined in enthusiastically with a music session during the inspection, making sounds with shakers.

## Setting details

<b>Unique reference number</b>	EY481421
<b>Local authority</b>	Surrey
<b>Inspection number</b>	1075484
<b>Type of provision</b>	Full-time provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register, Compulsory Childcare Register
<b>Age range of children</b>	0 - 5
<b>Total number of places</b>	104
<b>Number of children on roll</b>	94
<b>Name of registered person</b>	Fennies Day Nurseries Limited
<b>Registered person unique reference number</b>	RP528142
<b>Date of previous inspection</b>	26 April 2016
<b>Telephone number</b>	0208 770 3222

Fennies @ Albert Road registered in 2015. It operates from premises in Horley, Surrey. The nursery is open Monday to Friday from 7am to 7pm for 51 weeks of the year. The nursery employs 20 members of staff, 13 of whom hold appropriate childcare qualifications.

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