

# Hill Top Day Nursery

Crow Hill Drive, MANSFIELD, Nottinghamshire, NG19 7AE



## Inspection date

Previous inspection date

27 January 2017

Not applicable

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Not applicable	
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:

- There are not enough qualified members of staff working directly with children in the nursery.
- Staff are not confident in their knowledge of the wider safeguarding agenda. Staff are not able to identify signs that may indicate that a child may be at risk from radicalisation or extreme views. Additionally, they do not have a secure understanding of what disqualifies a person from working with children and how it may apply to them.
- Information gathered about individual children's progress is not monitored in order to ensure its accuracy and the progress of groups of children is not monitored effectively.
- Staff do not respond quickly enough to children identified through assessment information as being at risk of delay.

### It has the following strengths

- The management team has a strong vision for the improvement of the nursery and sets high expectations for staff.
- Relationships between staff at the nursery and parents of children who attend are strong. Parents describe the nursery very positively and are happy with the care their children receive.
- Staff provide a range of exciting activities to support children's development.
- Staff encourage children to be independent and to practise essential skills for their future well-being and transition through to the next stage in their learning.

## What the setting needs to do to improve further

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

	Due Date
■ ensure that the qualification levels of staff working with children meet statutory requirements at all times throughout the day	24/02/2017
■ improve staff's knowledge of the wider safeguarding agenda in order that staff are able to confidently interpret disqualification legislation and are also able to recognise potential indicators of children who may be at risk from radicalisation or extreme views.	24/02/2017

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

- ensure individual children's progress and that of groups is accurately assessed and monitored
- ensure that rapid action is taken to respond to children identified as at risk of delay.

### Inspection activities

- The inspector observed the quality of teaching in both rooms of the nursery and in the outdoor play area.
- The inspector carried out a joint observation with the manager.
- The inspector took account of the views of parents spoken to on the day of the inspection.
- The inspector spoke to members of staff at appropriate times during the inspection and held a meeting with the manager and owner of the nursery.
- The inspector looked at children's records, planning documentation, evidence of the suitability of staff working in the nursery and a range of other documentation, including policies and procedures.

### Inspector

Jude Sanders

## Inspection findings

### **Effectiveness of the leadership and management requires improvement**

The arrangements for safeguarding are effective. Leaders and managers demonstrate a clear understanding of their role in child protection and are able to identify the action they would take should they become concerned about a child in their care. The manager monitors the performance of staff regularly and carries out scheduled supervision meetings during which staff discuss their professional development and any concerns they may have about a child's progress or well-being. Managers have identified children who may be entitled to additional funding to support their learning. They have used their knowledge of children's interests and stage of development to plan how these funds will best be utilised and effectively monitored.

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

The quality of teaching across the nursery is inconsistent. The current proportion of unqualified staff working with children leads to weaknesses in teaching across the nursery overall and places a heavy emphasis on qualified staff to oversee the practice of their colleagues. The indoor nursery environment is stimulating and welcoming for children. Practitioners make good use of written language to model early writing techniques. For example, children were supported to read and act upon hand written signs saying "stop" and "go" in a toy construction area. Staff work hard to welcome children and families to the nursery who speak English as an additional language. Nursery practitioners have a sound understanding of how to introduce English to young children and make significant efforts to communicate some basic words in a child's first language to aid their progress.

### **Personal development, behaviour and welfare require improvement**

Warm relationships are evident between staff and children at the nursery. Staff use positive praise and encouragement with children as they assist in developing their independence. For example, a young child was supported by a member of staff to climb a set of stairs on her own and to put on her coat and wellingtons. The nursery provides a range of healthy home cooked meals for children throughout the day and encourages children to gain fresh air and exercise through their use of the outdoors. The nursery has shared healthy eating messages with parents and has instigated their own positive behaviour strategies. For example, children are chosen to help at meal times to reward excellent manners or behaviour. Leaders and managers are aware that gaps exist in some practitioners' knowledge of their key children due to recent staff changes and are actively seeking solutions to this issue to ensure that a period of staff stability follows.

### **Outcomes for children require improvement**

Children attending the nursery demonstrate a mature approach to their learning and are able to evidence good listening and attention skills throughout their daily activities. The progress of groups of children is not clear or consistent. Assessment information indicates that some groups of children make better progress than others and that where this is identified, it is not acted upon or monitored rigorously enough to ensure that gaps are closed for all children.

## Setting details

<b>Unique reference number</b>	EY500227
<b>Local authority</b>	Nottinghamshire
<b>Inspection number</b>	1078701
<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, Voluntary Childcare Register
<b>Age range of children</b>	0 - 11
<b>Total number of places</b>	30
<b>Number of children on roll</b>	32
<b>Name of registered person</b>	Gogna's Day Nursery Ltd
<b>Registered person unique reference number</b>	RP535393
<b>Date of previous inspection</b>	Not applicable
<b>Telephone number</b>	07814579621

Hill Top Day Nursery was registered in 2016. The nursery employs seven members of childcare staff. Of these, four hold appropriate early years qualifications at level 3. The nursery opens Monday to Friday and is closed for a week at Christmas and all bank holidays. Sessions are from 7.30am until 6pm. The nursery provides funded early education for two- three- and four-year-old children.

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