

Northwood Day Nursery

Northwood Headquarters, Sandy Lane, Northwood, Middlesex, HA6 3HP



Inspection date 11 January 2017
Previous inspection date 21 August 2013

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	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:

- Staff are not consistently observing children and then assessing their progress accurately in order to promote their learning and development more effectively. This means that staff are not always able to target planning for individual children to improve their attainment.
- Management's monitoring of practice is not sufficiently focused on supporting staff to develop their teaching skills more swiftly.

It has the following strengths

- Children who speak English as an additional language are encouraged to use their home language at nursery as well as learning English. Children enjoy opportunities to learn about their own cultures and about the cultures of others. They are accepting of each other and develop their social skills well.
- Staff effectively support children's well-being. They work with parents to support their emotional development and use praise to celebrate their achievements and good manners. Children are confident and happy. Staff in all rooms effectively adapt behaviour management to children's ages and needs. Children behave well.
- Children's safety is the staff's priority. There are secure risk assessments in place to ensure that play areas are safe for them to explore. Children are involved in learning to manage their own safety as they play.

What the setting needs to do to improve further

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

	Due Date
■ improve the process for undertaking observations and assessments of children's achievements in order to accurately identify and plan for their next steps, based on their ages and stages of development	23/02/2017
■ improve the systems for staff supervision, offering more targeted coaching and support to raise the quality and consistency of teaching.	23/02/2017

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 of activities with the nursery manager.
- The inspector held meetings with the nursery manager. She looked at relevant evidence of staff's suitability, training and qualifications.
- The inspector discussed the nursery's self-evaluation process with the manager.
- The inspector took account of the views of parents in written feedback.

Inspector

Karina HemerIng

Inspection findings

Effectiveness of the leadership and management requires improvement

The arrangements for safeguarding are effective. Staff understand safeguarding procedures and participate in child protection training. They know the steps to take to protect children's welfare. Policies and procedures are in line with current legislation and are shared with parents. Managers enable staff to participate in training and supervise and monitor their performance. That said, these arrangements have not ensured that all staff are completing observations and accurate assessments of children's progress. As a result, some children's next steps in learning are not accurately identified and promoted in their individual planning. Managers identify areas for improvement and work with parents and staff as part of the nursery's reflective practice. However, they are yet to ensure that the quality of teaching swiftly improves to promote higher achievement for some children.

Quality of teaching, learning and assessment requires improvement

Staff obtain information from parents about children's learning and interests at home. For example, staff display photographs of children's families to promote discussions with children. A range of activities is provided, focused around children's holidays, interests at home and cultures. Although there are some inconsistencies in staff practice, the activities they provide for children are interesting and engaging. For example, babies independently explore cardboard boxes and toddlers build sandcastles with a variety of tools. Pre-school children benefit from playing games that support them in learning about shapes and engage in art and craft activities. Qualified staff plan creative activities that promote children's imagination well. For example, children pretend to fly in the garden with the butterflies they make.

Personal development, behaviour and welfare require improvement

Children settle well and are cared for by kind and caring staff, who are attentive towards them. That said, staff do not always have an in-depth knowledge of their key children's individual needs to support them fully in their learning. Staff take account of children's allergies, dietary requirements and routines at home to tailor practice to meet their needs. Children are safe during their time at nursery. Staff work well with parents to ensure that children are comfortable. Children's health is promoted well, through nutritious meals, plenty of exercise, sports and outdoor play. The procedures for the administration of any medication are followed stringently. In each room, staff teach children about good hygiene and support their independence in day-to-day routines and tasks. Children share strong bonds with staff and with each other.

Outcomes for children require improvement

The progress that some children make is not as rapid as it could be given their starting points. This is due to the variances in how staff complete the assessment process. Nevertheless, children enjoy well-resourced activities and play areas. Toddlers play in the home corner and pretend to make soup with toy food. Pre-school children enjoy a story session with staff, then make their own pretend butterflies and caterpillars at the art table. They choose their favourite writing tools and enjoy drawing with neon pens. They build with blocks and are learning the concept of numbers and counting.

Setting details

Unique reference number	EY218985
Local authority	Hertfordshire
Inspection number	1064285
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 - 5
Total number of places	45
Number of children on roll	53
Name of registered person	Helen McIlrath Limited
Registered person unique reference number	RP535232
Date of previous inspection	21 August 2013
Telephone number	01923957028

Northwood Day Nursery was registered in 2002. The nursery employs 22 members of childcare staff. Of these, 17 hold appropriate early years qualifications at level 3 and above, including two members of staff who hold early years degrees and one member of staff that also holds early years professional status. The manager also holds a degree in education studies. The nursery opens Monday to Friday, from 7.30am and 5.30pm, all year round. The nursery provides funded early education for three- and four-year-old children and also supports children who speak English as an additional language.

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 2017

