

# Happy Hands Day Nursery

St. James Road, NORTHAMPTON, NN5 5LE



## Inspection date

16 March 2017

Previous inspection date

25 January 2016

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		Requires improvement	3
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Requires improvement	3

## Summary of key findings for parents

### This provision is inadequate

- Some members of staff do not understand the nursery procedures for child protection and do not have up-to-date knowledge of safeguarding issues.
- Management fails to identify when staff do not follow the risk assessment procedures. This leads to children's safety being compromised.
- Staff supervision and ongoing professional development are ineffective. Managers fail to identify weaknesses in staff performance and do not identify training opportunities to enhance staff's knowledge and understanding.
- The quality of teaching is variable. Children's specific next steps for their individual learning are not consistently identified by staff. Children are not sufficiently challenged during their play and explorations.
- Sometimes, children's needs are not met because staff do not deploy themselves effectively or use their initiative when carrying out routine daily tasks, such as sweeping up or supervising snacktime.

### It has the following strengths

- Children enjoy taking part in a range of activities including role play and messy experiences that are linked to one of their favourite stories.
- Parents speak positively about their experience of the nursery. They comment that their children enjoy attending and that the staff are friendly and approachable.

## 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
■ ensure that all staff understand the safeguarding policy and procedures and have up-to-date knowledge of safeguarding issues	28/04/2017
■ implement effective supervision for staff to provide coaching and support in order to improve their personal effectiveness	28/04/2017
■ ensure that reasonable steps are taken to remove, minimize and manage risks, with particular regard to cleaning materials and the hosepipe in the garden	14/04/2017
■ ensure that individual children are provided with challenging experiences to help them make consistently good progress in their learning	28/04/2017
■ ensure the deployment of staff is effective in meeting the needs of children, with particular regard to the management of routine daily tasks.	14/04/2017

## Inspection activities

- The inspection was carried out as a result of a risk assessment, following a notification made to Ofsted by the provider.
- The inspectors observed the quality of teaching during activities indoors and outdoors, and assessed the impact this has on children's learning.
- The inspectors spoke with staff and children during the inspection.
- One inspector completed a joint observation with the nursery manager.
- The inspectors held a meeting with the nursery manager and the provider. They looked at relevant documentation and evidence of the suitability of staff working in the nursery.
- The inspectors spoke to a number of parents during the inspection and took account of their views.

## Inspector

Melanie Eastwell and Katrina Rodden

## Inspection findings

### Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding are ineffective. Children's welfare is compromised because some staff do not understand the procedures for managing child protection concerns that may arise. Children's safety is not assured when risk assessment procedures are not followed. On the day of inspection, a hosepipe was left trailing across the outside play areas and cleaning fluids were left accessible to children in the toilet areas. Staff have some opportunities to discuss their work with management. However, coaching and support are disjointed and do not have an impact on staff's personal effectiveness and understanding of their responsibility for continuing to support children's development and well-being. Sometimes, children's needs are not met. Staff do not consistently consider how to complete daily tasks and ensure that children are involved in purposeful activities. Management has appropriate recruitment procedures in place for employing suitable members of staff and to check their ongoing suitability.

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

Children generally enjoy the staff's involvement in their activities. They are keen to take part in activities, such as colour mixing with paints. Children like being outside where they can use bikes, ride on toys and explore textures including shaving foam. However, the quality of teaching is variable in the nursery and some activities do not provide suitable challenges to help children make the best progress they can. Some staff do not consider how they can support children to extend their experiences and learning during activities. For example, staff do not make good use of soft toys that relate to familiar stories. Staff do use observations and assessments of children's learning. However, the planning of activities is often generalised and is not used to precisely identify individual next steps in learning for each child. Babies are able to play with gentle interaction from staff. For example, they allow babies to explore textures at their own pace and provide reassurance to encourage them to take part.

### Personal development, behaviour and welfare are inadequate

At times, children's safety is compromised because staff do not follow the risk assessment procedures as detailed above. Nevertheless, the provider meets the requirements in relation to first-aid practice and children do develop positive relationships with staff. They are confident to ask staff for assistance as they need it and babies are soothed when they prepare for sleep. Children begin to learn about the benefits of healthy lifestyles. They are provided with suitable meals and snacks and they know to wash their hands before eating. Children have regular opportunities during the day to play outside where there is equipment that promotes their physical skills, such as climbing and balancing. Children are learning about their local community as they make regular visits to the church, local shops and the cafe.

### Outcomes for children require improvement

The weakness in teaching means that not all children are making the best progress they can. Children are not sufficiently challenged during activities or through the planning for their individual learning. Overall, children are developing some skills that help to prepare

them for the next stage in their learning and for starting school. They are encouraged to be independent. Children choose their own activities, moving items around to enhance their own play. They put their own aprons on ready for messy play and find their coats before playing outside. Babies and toddlers explore their environment and develop their communication and language.

## Setting details

<b>Unique reference number</b>	EY449680
<b>Local authority</b>	Northamptonshire
<b>Inspection number</b>	1086771
<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 - 4
<b>Total number of places</b>	80
<b>Number of children on roll</b>	75
<b>Name of registered person</b>	Happy Hands Ltd
<b>Registered person unique reference number</b>	RP902515
<b>Date of previous inspection</b>	25 January 2016
<b>Telephone number</b>	01604 758 001

Happy Hands Day Nursery was registered in 2012 and is managed by Happy Hands Limited. The nursery employs 20 members of childcare staff. Of these, 18 hold appropriate early years qualifications between level 2 and 6, including one with early years professional status. The nursery opens from Monday to Friday for 50 weeks of the year. Sessions are from 7.30am until 6pm. The nursery provides funded early education for two-, three- and four-year-old children.

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.

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