

# Hobby Horse Day Nursery

17 Branson Court, Plympton, Plymouth, Devon, PL7 2WU



## Inspection date

11 August 2017

Previous inspection date

26 September 2016

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Inadequate</b>	<b>4</b>
	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 provider does not ensure that the manager and staff have a secure understanding of the requirements and their role and responsibilities. They do not know what to do should they have a concern about staff practice that may compromise children's welfare. The manager and staff do not gain parents' written consent to administer medication, as required.
- The provider fails to give the support, training and coaching that the manager and staff need. They do not tackle weak practice. Children's behaviour is not effectively managed. Children do not receive effective support. Staff often sit and talk to each other rather than interacting with the children. Activities lack challenge. Children do not make the progress of which they are capable.
- Staff do not consistently support children to engage in conversation, think and share their thoughts and ideas, to support their communication and language development.
- The provider and manager do not evaluate the setting well enough to target areas for improvement and assess the impact on outcomes for children. Although they monitor the progress that individual children make, they do not track the progress of different groups of children, to review practice and the educational programme.

### It has the following strengths

- Staff set out the wide range of resources at a low level, so children can see what is available and make independent choices in their play.

## 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>
<ul style="list-style-type: none"> <li>■ ensure all staff understand what to do if they have a concern about a member of staff's practice or behaviour, to safeguard children effectively</li> </ul>	08/09/2017
<ul style="list-style-type: none"> <li>■ ensure the manager and staff always obtain parents' written consent before administering any medication to children</li> </ul>	01/09/2017
<ul style="list-style-type: none"> <li>■ improve staff teaching and skills through effective training, support and coaching, to promptly identify and address weaknesses in their practice, so that all staff have the skills to interact positively with all children and engage them in stimulating and motivating activities</li> </ul>	06/10/2017
<ul style="list-style-type: none"> <li>■ ensure activities challenge children and meet their specific individual learning needs, to help them make the progress of which they are capable</li> </ul>	06/10/2017
<ul style="list-style-type: none"> <li>■ improve the manager's and staff's understanding of how to manage children's behaviour, to ensure children receive clear and consistent messages about what is acceptable and to help them understand the boundaries.</li> </ul>	08/09/2017

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

- make better use of opportunities to support children's communication and thinking skills
- develop the monitoring of the progress that different groups of children make, to identify and target any patterns in learning
- develop self-evaluation processes to monitor the quality of practice and improve outcomes for children.

## **Inspection activities**

- This inspection was brought forward and carried out following Ofsted's risk assessment process.
- The inspector observed children's play and interaction with staff indoors and outdoors.
- The inspector carried out two joint observations with the manager to evaluate the quality of teaching.
- The inspector spoke with staff and children to take account of their feedback, and held meetings with management at appropriate times during the inspection.
- The inspector sampled documentation, including children's learning records, records of staff's supervisory meetings, registers of children's attendance, and completed medication forms.

### **Inspector**

Sarah Madge

## Inspection findings

### Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. The manager and staff understand whom to refer child protection concerns, but do not know what to do should they have a concern about each other's practice or behaviour. They fail to gain parents' written consent to administer medication, to ensure children's well-being. The provider and manager ensure that the premises are safe and there are sufficient staff to supervise children. However, they do not provide effective training, support and coaching that tackle weak practices. The provider and manager recognise staff's weaknesses but do not take prompt action to address these areas. For example, they repeatedly observe staff talking to each other rather than interacting with the children, but do nothing about this, which leaves children to organise their own play. They do not ensure activities challenge children, or track the progress of different groups of children well. Evaluation does not effectively identify and address all weaknesses.

### Quality of teaching, learning and assessment is inadequate

Although staff are qualified, they do not interact and challenge children's learning well enough. Staff often plan inappropriate activities that do not meet children's individual learning needs. For example, during a large-group adult-led phonics activity, they have unrealistically high expectations of what the younger children can learn. They set up the activity and walk away without explanation, leaving children confused, unsure of what to do and over-excited. During large-group times, staff read books that are only appropriate for the oldest children. The younger children do not understand, meaning they do not engage or benefit from the experience. Children do not receive good support to engage in conversations, think, and share their ideas. The manager and staff do not organise times between activities well. For instance, they dress children to go outside and those who are ready sit and wait for long periods. They become impatient, walk around and accidentally step or fall on others, which causes a chaotic environment. The manager and staff assess individual children's progress and share information with parents to inform them of their children's achievements.

### Personal development, behaviour and welfare are inadequate

The provider fails to ensure that the manager and staff safeguard children's well-being at all times, support children's emotional well-being and manage their behaviour appropriately. Some staff give children mixed messages about what is allowed, and others do not make any attempts to manage children's behaviour at all. For example, they initially stop children from eating the food they are exploring during an activity, but then give in and allow this. During adult-led activities, staff do not communicate their expectations of children, to help them understand the boundaries and behave well. At times, staff fail to engage or interact positively with children to encourage their learning.

### Outcomes for children are inadequate

Although children make reasonable progress across some areas of learning, they do not make the progress of which they are capable, to prepare them well for school. Children lose motivation and do not concentrate in their play due to a lack of staff's interaction and

activities that are too challenging to allow them to actively participate. Children do not receive the support they require to help them learn to behave well.

## Setting details

<b>Unique reference number</b>	EY223229
<b>Local authority</b>	Plymouth
<b>Inspection number</b>	1110574
<b>Type of provision</b>	Full-time provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register
<b>Age range of children</b>	0 - 4
<b>Total number of places</b>	42
<b>Number of children on roll</b>	31
<b>Name of registered person</b>	Hobby Horse Limited
<b>Registered person unique reference number</b>	RP906309
<b>Date of previous inspection</b>	26 September 2016
<b>Telephone number</b>	01752 202193

Hobby Horse Day Nursery registered in 2002 and operates from a three-storey building in Plympton, near Plymouth, in Devon. The nursery is open Monday to Friday from 8am until 6pm, all year round, except for bank holidays. There are seven members of staff who work with the children, five of whom hold relevant early years qualifications between level 2 and foundation degree. The setting receives funding to provide free early education for children aged two, three and four years.

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