

Inspection date	11 April 2018
Previous inspection date	28 July 2014

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

- Managers do not make sure that staff have a secure understanding of the safeguarding policies and procedures, which impacts on the welfare of children and puts them at risk.
- Managers do not ensure that all reasonable steps are taken to minimise risk to children.
- Staff supervision and performance monitoring is ineffective and does not provide relevant support to some staff where required.
- Written consent is not obtained from parents before administering nursery, medicated creams to children.
- The progress checks undertaken for children aged between two and three years do not reflect what staff actually know about the children.

It has the following strengths

- Staff are very caring and attentive and they interact well with the children.
- Children engage in a range of interesting activities, they demonstrate a good level of behaviour and are kind to their friends.
- The partnerships with parents are well established and parents state they are very happy with the service they receive.

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
■ train all staff to understand the safeguarding policy and procedure	27/04/2018
■ make sure the arrangements in place for the supervision of staff are effective in raising standards	27/04/2018
■ make sure the progress check undertaken for children aged between two and three years accurately reflects what staff know about children	27/04/2018
■ take all reasonable steps to identify and minimise risks to children	19/04/2018
■ make sure medicines are only administered where prior written consent is obtained.	19/04/2018

Inspection activities

- The inspector observed the quality of teaching and learning during activities indoors and outdoors.
- The inspector spoke with staff during the inspection.
- The inspector completed a joint observation with the nursery manager.
- The inspector held a meeting with the nursery manager and provider. She looked at relevant documentation and evidence of the suitability of staff working in the nursery.
- The inspector spoke to several parents during the inspection and took account of their views.

Inspector
Natalie Firth

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is not effective. A high proportion of staff lack knowledge of who they should or should not report child protection concerns to, which puts children at risk. Additionally, although staff are aware of the basic signs and symptoms of abuse, they do not have a good understanding of wider child protection issues. Managers ensure that children have access to a wide range of resources. However, the monitoring of daily occurring risks to children, is not managed effectively. Children's access to washing detergents in the unlocked laundry and antibacterial sprays as they have their nappies changed, puts them at risk. Additionally, written consent is not obtained from parents before nursery provided, medicated cream is routinely applied to children. Poor hygiene practice is also in place with regards to how such cream is applied to children during nappy changing. This puts children at risk of cross-infection. Performance management and supervision arrangements are poor, particularly for some staff working with the younger children. Managers do not act on known weaknesses in practice and as a result staff performance does not improve quickly enough. Managers monitor the activities provided for children to ensure they are appropriate and interesting. However, they do not ensure the required assessments, such as the progress check for children aged between two and three years are completed in line with requirements. Staff are provided with access to some training opportunities and all mandatory training is completed.

Quality of teaching, learning and assessment requires improvement

The staff team provides the children with a range of interesting activities. For example, children delight in taking turns to run toy cars up and down the ramp in the outdoor play area. Staff are very attentive to children, however some staff are not always skilful in questioning children to enhance their knowledge and further understanding. Staff observe the children and know the children well. They generally understand what they need to do in order to support the children to make progress. However, the electronic assessments they make of children are not always used to guide learning effectively. The data these electronic systems produce to support staff in working with children indicates that children are not making progress from their starting points. This said, overall, the actual knowledge of staff about what children know and can do is more accurate and meaningful. The staff take photographs of children engaged in play, which they share with the children's parents. Parents describe how they enjoy being able to see their children at play in this way. Staff complete the required progress check for children aged between two and three years, but these do not identify areas where children's development is strong or may need support, additionally, parents are not involved in this process.

Personal development, behaviour and welfare are inadequate

Children's welfare is compromised because of the weak safeguarding knowledge of the staff, which puts children at risk of harm. However, generally, staff are kind and caring and are attentive to the children, for example, they sing to the children as they change their nappies. Children work together happily and show empathy towards each other, for example, a child shares her dough when she realises another child has none. This reflects the way staff respect and care for the children and one another. Parents provide

information about their children's care needs so that their children may settle well and so that staff can follow the children's home routines. Staff share information and work in partnership with parents as children move on to the next stage in their learning. Children demonstrate a sense of independence and are confident to explore their environment. Overall, children are emotionally secure and behave well. The setting is welcoming and children are happy in the care of warm and responsive staff.

Outcomes for children require improvement

Children are making progress that is typical for their age. Older children develop physical skills as they enjoy climbing and join in group games in the outdoors. Children engage happily in play and interact well with staff members, although this support does not always help them to make good progress, for example, as they practise letter recognition in their names. Younger children benefit from staff support, for example, as they gain confidence in learning to walk. Children practise skills, such as putting on their coats and shoes, which helps them to prepare for the future.

Setting details

Unique reference number	EY356796
Local authority	Kingston upon Hull
Inspection number	1104620
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 - 4
Total number of places	48
Number of children on roll	55
Name of registered person	Happy Kidz Limited
Registered person unique reference number	RP902068
Date of previous inspection	28 July 2014
Telephone number	01482 377566

Happy Kidz registered in 2007. The nursery employs 12 members of childcare staff, all of whom hold appropriate early years qualifications at level 2 or above. The registered provider holds early years professional status. The nursery opens from Monday to Friday all year round, except for bank holidays and one week at Christmas. Sessions are from 7am until 6pm. The nursery provides funded early education for three- and four-year-old children.

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