

Nightingales Day Nursery

382 Bowthorpe Road, Norwich, Norfolk, NR5 8AG



Inspection date

4 July 2018

Previous inspection date

11 July 2017

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

- The provider has not notified Ofsted of a change of manager within the required timescale.
- Staff, including the manager, do not benefit from good-quality supervision and support to improve their performance. The quality of teaching is variable. The provider does not effectively support the manager in her drive for improvement.
- Staff do not have high enough expectations of what children can achieve. They do not consistently plan challenging and precisely targeted opportunities for all children. Some children do not make continued good progress in all areas of learning.
- Staff in the pre-school room sometimes place more focus on those children who are vocal and confident during activities. Less-confident children are reluctant to join in.

It has the following strengths

- The newly appointed manager is enthusiastic and proactive. She promptly identifies weaknesses in practice. She quickly addresses the most urgent weaknesses and has a detailed plan for how she will continue to improve the quality of the provision.
- Staff teach children to identify and manage risk. Children explain that they must be careful when using knives and know not to run indoors in case someone gets hurt.
- Staff work closely with parents of children who speak English as an additional language. They provide children with opportunities to listen to their home language in the setting. Staff help parents to support children's language development at home.

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
■ develop effective systems to ensure that Ofsted is informed of the appointment of any new manager as soon as reasonably practical, but always within 14 days	01/08/2018
■ implement an effective system of supervision, support and coaching for all staff, including the manager, to secure the continuous development of provision and improvement in staff practice	04/10/2018
■ plan precisely, taking account of children's current levels of development, so that all children engage in challenging learning opportunities that support their continued good progress.	04/10/2018

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

- adapt teaching according to children's needs so that less-confident children are able to be fully involved in activities.

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 spoke with staff and children during the inspection.
- The inspector completed a joint observation with the manager.
- The inspector held a meeting with the manager and owner. She looked at relevant documentation and evidence of the suitability of staff working in the nursery.
- The inspector spoke to a number of parents during the inspection and took account of their views.

Inspector

Julie Meredith-Jenkins

Inspection findings

Effectiveness of the leadership and management requires improvement

Since the last inspection, further weaknesses in provision have emerged. The owner was not aware of his responsibility to inform Ofsted about a change of manager. The performance management of staff is not effective in helping staff to develop their skills and knowledge. Staff complete some training but this has not helped them to achieve good-quality teaching practice. The owner does not support the new manager to achieve the improvements that she has identified at the earliest opportunity. Despite this, staff work closely together and are supportive of each other. Safeguarding is effective. Staff know what they must do if they are concerned about children's welfare. They know how to report concerns about those who work with children. The manager completes rigorous checks to ensure only those suitable to work with children are able to do so.

Quality of teaching, learning and assessment requires improvement

Children enjoy the opportunities that staff plan for them and generally engage well. However, they do not experience consistently good levels of challenge in their play. Some staff's planning does not place enough focus on what individual children need to learn next. Staff know the children well but they do not consistently know how to challenge children during activities. For example, they miss opportunities to extend children's learning during a building activity. Sometimes, staff do not notice those children who are less confident to engage in group activities and they do not have the same learning opportunities as more confident children. However, staff support younger children to develop their early language skills. Babies independently access books. Staff name animals that they see and babies repeat the sounds that they hear. Toddlers join in with songs and rhymes. They excitedly use sign language as they sing.

Personal development, behaviour and welfare require improvement

Staff do not fully support children to become enthusiastic learners. Sometimes, children engage in play that is uninspiring and lacks challenge. However, staff teach children to be kind and to listen to others. Staff consistently implement the nursery's rules. Children are cooperative and take account of what staff say. Children are encouraged to be independent. Young children replace toys in baskets when they have finished playing with them. Older children help to prepare snack and are encouraged to manage their own self-care. Children build secure attachments with staff and enjoy spending time with them. Babies smile as staff respond to their gestures and take account of their choices. Staff praise children for their achievements, helping to build their confidence.

Outcomes for children require improvement

Weaknesses in teaching and planning mean that children do not achieve good progress in all areas of learning. Children do not routinely take on challenge in their play. Sometimes, they lack focus and direction during activities. However, they gain basic skills to help prepare them for starting school. Children learn to be kind to others and communicate well with each other. Babies settle quickly and are confident to choose what they want to do.

Setting details

Unique reference number	EY239968
Local authority	Norfolk
Inspection number	1109588
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register
Age range of children	0 - 5
Total number of places	45
Number of children on roll	38
Name of registered person	Mubarik Hussain Kausar
Registered person unique reference number	RP513628
Date of previous inspection	11 July 2017
Telephone number	01603 453104

Nightingales Day Nursery registered in 2002. The nursery employs nine members of childcare staff, seven of whom hold appropriate early years qualifications at level 3. The nursery opens Monday to Friday for 50 weeks of the year. Sessions are from 8am until 6pm. The nursery provides funded early education for 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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