

Treetops Day Nursery

The Vic Forster Centre, Franklands Village, HAYWARDS HEATH, West Sussex RH16 3RS



Inspection date	13 August 2018 - 19 September 2018
Previous inspection date	Not applicable

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Not applicable	
Effectiveness of 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

The provision requires improvement. It is not yet good because:

- The provider has implemented arrangements for staff supervision meetings. However, she does not monitor the quality of teaching closely enough to identify all weaknesses and drive further improvements in the quality of the provision.
- Staff do not consistently use their assessments of children's development to ensure they have an accurate knowledge of children's needs and their next steps in learning. Not all children make the progress of which they are capable.
- The quality of teaching is variable. Staff do not make the most of opportunities to ensure older and most-able children are provided with enough challenge to extend their learning further. Nor do they consistently provide children with the time they need to think about and respond to questions. This does not fully support their thinking skills.
- Staff do not consistently support children's independence skills to help them gain more confidence in their abilities.

It has the following strengths

- The manager works closely with other providers, such as school teachers. Staff share information with them to help ensure that there is continuity of care and learning for children who are moving to school.
- Staff provide clear rules and boundaries which help manage children's behaviour effectively.

What the setting needs to do to improve further

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

	Due date
improve the arrangements to monitor staff practice, to ensure that weakness are identified and training is targeted, to raise the quality of teaching and outcomes to a consistently good level	03/10/2018
develop the assessment and planning procedures to ensure staff use the information they gain from observations to accurately identify children's levels of achievement and their next steps in learning.	03/10/2018

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

- provide older and the most able children with a greater level of challenge during activities, to further extend their ongoing learning
- review the organisation of adult-led activities and make the most of all opportunities during everyday routines to help children extend their learning and independence.

Inspection activities

- The inspectors observed activities and staff interactions with children indoors and outdoors.
- The inspectors spoke to all staff, management, parents and children.
- The inspectors viewed children's development records and discussed how staff track children's progress.
- The inspectors took part in joint observations with the manager.
- An inspector visited the setting on 13 August 2018. A further visit was also conducted by a different inspector on 19 September 2018 to gather additional evidence.

Inspectors

Hannah Barter
Maura Pigram

Inspection findings

Effectiveness of leadership and management requires improvement

The provider has started to implement some training for staff. However, she does not monitor staff practice closely enough to help raise the quality of teaching to a consistently good level. The provider and staff work with outside agencies to help them to review the service they provide. They have introduced more activities to encourage children's curiosity and learning. The arrangements for safeguarding are effective. The management team and staff know what to do if there are any concerns about a child's welfare or a member of staff, including management. Ongoing training related to safeguarding helps to ensure staff have a clear understanding about wider safeguarding issues, such as the 'Prevent' duty. The provider follows safe recruitment procedures for staff and checks their ongoing suitability. Staff complete thorough risk assessments and provide a safe environment for children.

Quality of teaching, learning and assessment requires improvement

Staff complete observations but do not consistently analyse their findings accurately to gain a secure understanding of children's precise learning needs. Overall, staff support children as they play. However, staff sometimes intervene too quickly and do not always give older children time to process the questions they ask. This has an impact on children's confidence as they do not always have the opportunity to share their own thoughts and ideas. Staff support children who speak English as an additional language well. For instance, some staff speak the home languages of the children who attend and use sign language to help develop their understanding. Children enjoy playing outdoors. They have fun collecting leaves in baskets and use magnifying glasses to see these in more detail. Staff help babies and toddlers to develop emerging skills, such as standing and walking.

Personal development, behaviour and welfare require improvement

Weaknesses in teaching have some negative impact on children's personal development. For instance, staff tend to do things for older children that they could try to do themselves, which has an impact on extending their independence. The organisation of mealtimes means that children have to sit and wait for a long time for their food. At times, some younger children become upset. Staff reassure children and are kind and attentive to them. They work closely with parents to identify children's needs. Staff caring for babies adhere to their individual routines and recognise signs of tiredness. All children have regular opportunities to enjoy fresh air and physical play. They visit the park and staff remind them about how to keep themselves safe during their walk.

Outcomes for children require improvement

Some children are starting to work at typical levels of development for their ages. They are gaining some of the skills they need for school. Older children follow good hygiene routines. They listen attentively to instructions and join in with action songs. However, children's progress in some areas is not always consistent due to weaknesses in teaching practice, for example, in helping older children to develop their thinking skills. Children are not consistently provided with sufficient challenge to support their learning. Younger children listen with interest to stories, dance during songs and use interactive toys.

Setting details

Unique reference number	EY496762
Local authority	West Sussex
Inspection number	10057133
Type of provision	Full day care
Registers	Early Years Register, Compulsory Childcare Register
Day care type	Childcare on non-domestic premises
Age range of children	1 - 4
Total number of places	60
Number of children on roll	25
Name of registered person	Enzed Nurseries Limited
Registered person unique reference number	RP901354
Date of previous inspection	Not applicable
Telephone number	01444 443414

Treetops Day Nursery registered in 2016. It operates from a Scout hall in Franklands Village, in Haywards Heath, West Sussex. The provider employs six members of staff, two of whom hold appropriate early years qualifications at level 3 and two hold qualifications at level 2. The manager holds early years professional status. The nursery is open from 7.30am to 6pm each weekday, all year round, except for bank holidays and at Christmas. It is in receipt of funding for the provision of free early years education for children aged two, three and four years.

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