

Happy Day's Day Care

Irwin Lodge, 2 Manor Park Grove, Birmingham, West Midlands B31 5ER



Inspection date	31 August 2018
Previous inspection date	6 March 2018

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Inadequate	4
Effectiveness of 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

The provision is inadequate

- Leadership is ineffective. The provider continues to demonstrate a poor capacity to meet all of the legal requirements of the Early Years foundation Stage. Significant weaknesses highlighted at previous inspections have not been addressed and further breaches in legal requirements have been identified.
- Risk assessments are ineffective. Children's safety and welfare continues to be compromised because significant potential hazards are not recognised by staff. Children are exposed to the risk of large shelving units and their contents falling on to them because the units have not been secured to the wall in playrooms. Babies' continue to access toys that are unsafe for them to play with.
- The premises are not organised in a way that meet the needs of the children. Although children now have adequate access to toilet facilities, they do not have access to hand basins and warm water to wash their hands. This compromises children's good health.
- Insufficient improvements have been made to the monitoring, supervision and coaching of staff. The provider continues to fail to identify and address weaknesses in staff's practice. Consequently, children's learning and safety are compromised.
- The provider has failed to fully implement her whistle blowing policy and procedure, which is in place to safeguard children.
- A record is not kept of any complaints received or the outcome of investigations carried out. This is a breach of a legal requirement.
- Inconsistencies in the quality of teaching remain and staff still lack knowledge and skills to adequately support children's learning. This means that children are not supported to make the progress they should, in preparation for school.

It has the following strengths

- Children enjoy initiating their own play and following their interests.

What the setting needs to do to improve further

The provision is inadequate and Ofsted intends to take enforcement action:

We will issue a Welfare Requirements Notice requiring the provider to:

	Due date
improve risk assessments and staff skills to ensure they identify and eliminate all potential hazards to children's health and safety effectively, with particular regard to wall units in playrooms and age-appropriate resources for children under three years	28/09/2018
ensure premises and equipment are organised in a way that meets the needs of all children, with particular regard to hand washing arrangements	28/09/2018
ensure the policy and procedures to safeguard children are fully implemented, particularly in relation to whistle blowing procedures	28/09/2018
improve knowledge of and implement effective complaint policy and procedures	28/09/2018
improve arrangements for the monitoring, supervision and coaching of staff, to identify and act on weaknesses in practice to improve the quality of teaching, particularly in communication and language and mathematical development.	28/09/2018

Inspection activities

- The inspector observed teaching practices and the impact these have on children.
- The inspector help discussions with the providers, staff, children and parents.
- The inspector read some of the setting's documentation, including the safeguarding policies and procedures.
- The inspector sampled children's development information records.
- The inspector carried out a joint observation with the manager.

Inspector

Christine Armstrong

Inspection findings

Effectiveness of leadership and management is inadequate

There are significant concerns about the provider's ability to meet safeguarding and welfare requirements of the Early Years foundation Stage. Although the provider has made some improvements since the last inspection she continues to demonstrate poor knowledge of how to implement some of the legal requirements. Safeguarding is not effective. The provider's ability to identify potential risks to children is poor. She is unable to support staff to develop their understanding of risk assessment or ensure appropriate action is taken to maintain children's safety. Following the last inspection the provider has made sure that the youngest children are not exposed to the choking hazards of gravel and small stones, which cover some of the ground outdoors. However, she has not recognised that the gravel and small stones also present a choking hazard to other children, particularly those under three years of age. Staff are not vigilant to this risk and do not appropriately supervise the children as they play with and near the stones. Hazards, such as glass mirrors, that could cause injury to children if broken, have been fitted on walls at children's level. Consequently, children's safety is not assured. Minimum staff: child ratios are now met and staff deployment has been improved. The provider and kitchen staff undertake tasks so that staff working with the children do not have to leave the playrooms or disrupt children's play. However, this means at times the kitchen is left unattended and accessible to children. As a result, there is potential for children to gain access to the kitchen and come to harm. The provider was asked to take immediate action during the inspection to eliminate all hazards, in order to ensure the safety of children. The provider does not have an adequate knowledge of the legal requirements in relation to investigating and recording complaints received from parents. Furthermore, she does not fully implement her whistle blowing procedures or adequately address poor practice issues through supervision, monitoring and coaching. The provider has failed to recognise and address weaknesses in staff's teaching skills and knowledge. Therefore, she does not demonstrate the capacity to sustain improvement.

Quality of teaching, learning and assessment is inadequate

Although some improvements have been made since the last inspection children still do not receive good enough learning experiences. Staff in the baby room do not know how to fully support and develop children's emerging communication skills. They are still not secure enough in their understanding about what children should be achieving. Therefore, this group of children are not challenged enough to develop their speaking skills. Staff working with older children do not effectively support all children to achieve their individual next steps in learning during their play, particularly in relation to promoting their mathematical development. Staff do not recognise or capture opportunities to develop children's interest and understanding of numbers, shape, size and measure as they play. That said, staff working with babies provide suitable experiences for children to promote their physical development. Staff in the pre-school room are beginning to consider children's interest and learning styles. They are providing children with more choice and more activities to take part in.

Personal development, behaviour and welfare are inadequate

The weaknesses in leadership and management significantly compromise children's

safety and well-being. Staff throughout the nursery are not vigilant in recognising and eliminating potential hazards. This means children are not safe as they play and explore. Furthermore, children's good health is compromised because warm water is not made available for hand washing after using the toilet and before eating. Staff develop positive relationships with parents. They work in partnership with parents to support children's individual needs, particularly when children need additional emotional support. Children behave well. They listen and follow instructions. Older children show pride as they undertake tasks as part of their role as helper of the day.

Outcomes for children are inadequate

Staff's lack of knowledge continues to impact negatively on the progress that children make. Younger children are not making the progress they should in their speaking skills. Older children are not fully prepared for their future learning at school. The gaps in their mathematical development that are not closing. That said, children are gaining confidence and independence. They enjoy initiating their own imaginative play. They play together cooperatively to complete their chosen tasks. Younger children develop good physical control of their bodies as they explore their surroundings. However, children are not safe as they play.

Setting details

Unique reference number	EY500696
Local authority	Birmingham
Inspection number	10068173
Type of provision	Full day care
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	Childcare on non-domestic premises
Age range of children	1 - 8
Total number of places	40
Number of children on roll	49
Name of registered person	Mahon, Joanne Susan
Registered person unique reference number	RP516267
Date of previous inspection	6 March 2018
Telephone number	07889063829

Happy Day's Day Care registered in 2016. The nursery employs nine members of staff. Of these, seven hold appropriate early years qualifications at level 3. The nursery opens from 6.30am to 6.30pm, Monday to Friday all year round, except bank holidays. The nursery also provides after-school care and a holiday club.

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