

Happy Tree Academy

The Northwood Club, 20 Chestnut Avenue, Northwood, Middlesex HA6 1HR



Inspection date	4 January 2019
Previous inspection date	Not applicable

The quality and standards of the early years provision	This inspection: Previous inspection:	Good Not applicable	2
Effectiveness of leadership and management		Good	2
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Good	2
Outcomes for children		Good	2

Summary of key findings for parents

This provision is good

- Staff offer a calm and inclusive learning environment. They praise children as they learn new skills. Children settle well and make friends to play with.
- Babies play happily and love to explore musical instruments and listen to the sounds they make.
- Staff know children well and involve them in new activities. Children make good progress in relation to their different starting points and capabilities. Staff prepare children well for the next stages in their learning and development.
- Staff work well with relevant agencies to help children with special educational needs and/or disabilities receive the support they need.
- Staff inform parents about their children's progress and well-being. They involve parents in planning the next steps.
- Parents are pleased with the good progress their children make. They appreciate the valuable support they receive from this caring and approachable staff team.
- Managers support staff well. They regularly check the quality of the provision to help ensure that staff meet children's care and learning needs effectively.
- Occasionally, staff do not provide enough challenges to fully extend children's language development and stretch their thinking to deepen their learning.
- At times, staff miss some opportunities to help children manage tasks for themselves so that they become more independent in their learning.

What the setting needs to do to improve further

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

- provide higher levels of challenge to aid children's language and thinking further
- encourage children to consistently manage tasks themselves so that they become more independent in their learning.

Inspection activities

- The inspector observed activities in all parts of the nursery, including the outdoor provision.
- The inspector spoke to some members of staff and children at appropriate times during the inspection and held meetings with the management team.
- The inspector carried out joint observations with the manager.
- The inspector took account of the views of parents spoken to during the inspection and reviewed parents' written comments and suggestions.
- The inspector looked at children's records and the nursery's policies and procedures, including those related to the suitability of staff.

Inspector
Fatiha Maitland

Inspection findings

Effectiveness of leadership and management is good

Safeguarding is effective. Robust recruitment and induction procedures help ensure that all staff are suitable for their roles. Staff have attended safeguarding training. They have a good knowledge of safeguarding practice and follow the correct procedures to protect children in their care. Overall, managers and staff check the progress of each child and compare the achievement of boys and girls. When identifying any issues, they provide well-targeted support to help children catch up. Managers observe staff regularly and give them constructive feedback to help them develop their teaching. Staff attend extra training to strengthen their skills. Managers and staff seek the views and comments of parents, children and others to continually improve their practice.

Quality of teaching, learning and assessment is good

Staff gain relevant information from parents to establish children's starting points in their learning. They use such information, along with their ongoing observations, to meet children's learning needs. Staff provide a range of stimulating activities to enthuse children to learn. Children keenly join in play. Young children learn to explore resources and make sense of how things work. Children love to roll, pat and cut play dough into different shapes. They enjoy songs and rhymes and listen to music. Older children like books and can browse through pages and make choices. Children listen attentively and respond well to instructions.

Personal development, behaviour and welfare are good

Staff establish positive relationships with children and support their social and emotional skills effectively. For example, they share their behaviour procedures with parents and children so that they are clear about what is expected. Children learn to share resources fairly and take turns. Their behaviour is good. Staff help children learn about the importance of healthy living. For instance, children know they need to wash their hands before meals to get rid of germs and understand that drinking milk is good for them. Staff conduct regular checks on the premises and resources to help children remain safe. Through outings, children practise to cross the road safely and learn about the local community and the natural environment.

Outcomes for children are good

All children make good progress and any gaps in learning are closing. Babies have space to play safely and learn to socialise with others, such as during mealtimes. Older children learn to throw and catch balls and balance on stepping stones safely. They can sort, match and count objects correctly. Children have access to a range of writing resources to help develop their early writing skills.

Setting details

Unique reference number	EY543676
Local authority	Hillingdon
Inspection number	10090434
Type of provision	Full day care
Registers	Early Years Register
Day care type	Childcare on non-domestic premises
Age range of children	0 - 4
Total number of places	42
Number of children on roll	30
Name of registered person	Happy Tree (West Drayton) Ltd
Registered person unique reference number	RP910199
Date of previous inspection	Not applicable
Telephone number	0101923388281

Happy Tree Academy registered in 2017. The nursery is open each weekday from 7.30am to 6pm, all year round. The provider receives funding to offer free early education to children aged two, three and four years. There are seven staff, six of whom hold relevant qualifications ranging from level 2 to 5.

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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