

Happy Days Nursery Derriford



Unit 3a & 3b, Derriford Business Park, Plymouth PL6 5QZ

Inspection date	30 April 2019
Previous inspection date	23 January 2014

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Good	2
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

This is a provision that requires improvement

- Procedures for checking that areas used by the younger children are safe and suitable for use are not always effective.
- Arrangements for the deployment of staff do not ensure that staff meet children's care and learning needs at all times.
- Staff do not always identify priorities for children's learning to help them plan and provide appropriate activities to help all children to make good progress.
- Managers do not reflect well on all areas of the provision to help them to identify and take steps to improve weak practice.

It has the following strengths

- Parents report that they are very happy with the care children receive and that children enjoy attending. Staff share detailed information about children's routines and experiences, and provide opportunities for parents to become really involved in children's learning.
- Children benefit from constant access to outdoor spaces where they can explore and develop their physical skills, such as balancing, climbing and ball skills.
- Arrangements for working with external agencies to support children with special educational needs and/or disabilities are strong.

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 risk assessment procedures to help staff to identify and take steps to minimise risks to children's health and safety	17/05/2019
improve arrangements for the deployment of staff, to ensure that children are supervised and supported well at all times	17/05/2019
improve procedures for identifying the next steps in children's learning, to help staff plan more effectively for individual children's progress.	21/06/2019

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

- improve self-evaluation to consider all aspects of the provision so that weak practice is identified and prompt action is taken to make improvements.

Inspection activities

- The inspectors talked to staff and children and observed activities in all indoor and outdoor play areas.
- The inspectors completed joint observations with managers, and discussed the quality of teaching, planning and assessment.
- The inspectors gained feedback from parents and carers.
- The inspectors discussed leadership and management of the nursery with managers and sampled a range of documentation used to support children's care and learning.

Inspectors

Samantha Powis
Margaret Baird

Inspection findings

Effectiveness of leadership and management requires improvement

Safeguarding is effective. Managers and staff are very confident in identifying possible child protection concerns and escalating these to ensure that they take prompt and appropriate action to keep children safe. However, checks of the environment to ensure it is safe and suitable for children to use are less effective. There have been changes to management since the last inspection. The new management team has identified and prioritised some aspects for improvement. For example, it has provided training for all staff on the management of behaviour and, as a result, children behave well and staff respond appropriately to any incidents. Managers have identified that not all staff make effective use of planning and assessment to help them target children's individual learning needs, and they have started to provide training to improve this. However, while focusing on these priorities, they have failed to identify some weaker practice within the nursery through their own evaluations.

Quality of teaching, learning and assessment requires improvement

Some staff engage well with children as they play, supporting their language and physical development. For example, while feeding younger children, some staff encourage children to make sounds and try to feed themselves. Although staff plan activities, they do not always consider the next steps in children's learning to ensure that activities closely reflect children's interests and learning needs. This means that children are not always motivated to get involved and, at times, wander around the play areas. As a result, children do not always make good progress. For example, older children fail to engage in a singing activity as it does not challenge them or reflect their interests. Children benefit from being able to make choices in their play. For example, doors remain open to allow movement between the indoor and outdoor play areas.

Personal development, behaviour and welfare require improvement

Staff are caring towards children. However, staff deployment is not always effective to ensure that staff meet children's care and learning needs. For example, at lunch time, most staff are feeding children or clearing up, leaving just one member of staff supporting a large group of young children. Some children become upset, as they do not receive the attention they need to feel safe and secure. Cleaning and safety checks are not effective in helping staff to ensure all areas are suitable for use to support children's health and safety. For example, kitchen spaces used to prepare milk feeds for the younger children are cluttered, preventing staff from ensuring surfaces are clean and that items, such as medications, are stored safely.

Outcomes for children require improvement

Children develop some skills that help to prepare them for the next stage in their learning. For example, they learn how to play well together and take care of their friends. They show an interest in books and from a young age enjoy stories being read to them. Some staff support children to develop their use of language. For example, they repeat words and sounds as children use the toy vehicles. However, not all activities challenge children enough, and some children do not gain independence in their self-care. For example, staff do not always encourage children to do things themselves.

Setting details

Unique reference number	EY465484
Local authority	Plymouth
Inspection number	10102394
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	Full day care
Age range of children	0 - 8
Total number of places	146
Number of children on roll	299
Name of registered person	Happy Days South West Limited
Registered person unique reference number	RP900846
Date of previous inspection	23 January 2014
Telephone number	01752 768 382

Happy Days Nursery Derriford first registered in 2008 and re-registered in 2013 due to a change of premises. It is based at Derriford business park in Plymouth and operates from a purpose-designed building. The nursery receives funding to provide free early education for children aged two, three and four years. It operates each weekday from 7am to 7pm, for 51 weeks of the year. There are 55 members of staff employed to work with the children, of whom 47 have appropriate early years qualifications.

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