

Royston Day Nursery

3 Lumen House, Lumen Road, Royston SG8 7AG



Inspection date	30 April 2019
Previous inspection date	14 August 2018

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

- Staffing arrangements during busy times of the day do not consistently meet the learning needs of all children.
- The key-person system is not fully effective. Information about children's learning needs is not shared with all staff who work directly with children when the key person is not present.
- Systems to monitor staff's practice and personal effectiveness are still being developed.

It has the following strengths

- Babies enjoy fun sensory experiences. They use their hands and small tools, such as spoons and brushes, to explore flour and cereal. Toddlers display curiosity and investigate the texture of wet and dry sand.
- Partnerships with parents are friendly and positive. Staff encourage parents to share what they know about their child when they first start at the nursery. They support parents to share ongoing information about their children's care and learning needs. Parents are very complimentary about the nursery and staff.
- Staff have effective systems in place to meet children's dietary requirements and medical needs.

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
ensure staffing arrangements meet the learning needs of all children effectively	25/06/2019
ensure that information about children's learning needs is shared with all staff who work directly with children when the key person is not present.	25/06/2019

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

- develop the systems for monitoring staff practice further to improve the quality of planning for children's learning.

Inspection activities

- The inspectors observed the quality of teaching during activities indoors and outdoors, and assessed the impact this has on children's learning.
- The inspectors spoke with staff and children during the inspection.
- One inspector completed a joint observation with the nursery manager.
- The inspectors held a meeting with the nursery managers and other members of the senior management team. They looked at relevant documentation and evidence of the suitability of staff working in the nursery.
- One inspector spoke to parents during the inspection and took account of their views.

Inspectors

Carly Mooney
Kate Hipperson

Inspection findings

Effectiveness of leadership and management requires improvement

On occasions when staff move rooms to cover the absence of others they are not given enough information to ensure they can fully support children's learning. Although staff have regular supervision meetings where they can discuss sensitive issues, the system for the rigorous monitoring of staff's practice is not fully effective. As result, the quality of planning for individual children's learning is variable. However, managers regularly encourage staff to review their own practice and they are committed to improving the teaching. Since the last inspection, managers have improved the quality of staff interactions and activities for children. Children are supervised and staff are vigilant about their safety. Staff are clear about their responsibilities to report any signs that may suggest a child is at risk of harm. Robust recruitment procedures and ongoing suitability checks ensure that children are always cared for by suitable adults. The arrangements for safeguarding are effective.

Quality of teaching, learning and assessment requires improvement

Key persons observe and plan for the next steps in children's learning. However, for some age groups these are too general. The planning does not focus on individual children's learning needs that support them to make good progress. Despite this, staff have developed their understanding of how to motivate children in their learning. They provide interesting and stimulating activities. For example, older children become absorbed as they carefully thread nuts and washers on to a spiral. Young children participate well during small-group times. They enthusiastically join in singing songs and rhymes together. Young children show curiosity and are excited when they find a ladybird in the garden.

Personal development, behaviour and welfare require improvement

The key-person system is not fully effective. When a key person is absent, cover staff are not fully informed about what each child is working towards in their learning. Nevertheless, staff know children's interests and personalities well and support their emotional well-being in age-appropriate ways. Children have developed close bonds with the adults who care for them. They feel confident to approach them with their wants and needs. Children form good friendships with each other and their behaviour is good. Children are independent. Very young children choose their own food for snack and place the leftovers in the bin. Children enjoy daily opportunities to spend time in the fresh air and participate in physical exercise.

Outcomes for children require improvement

Weaknesses in the planning for children's learning mean that not all children make the best possible progress. Nevertheless, they are developing sufficient skills needed for starting school. Older children are creative and represent their ideas well. Babies are confident explorers. All children are developing good language skills.

Setting details

Unique reference number	EY474157
Local authority	Hertfordshire
Inspection number	10090647
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 - 7
Total number of places	106
Number of children on roll	198
Name of registered person	Davidson-Roberts Ltd
Registered person unique reference number	RP911128
Date of previous inspection	14 August 2018
Telephone number	01763448099

Royston Day Nursery was registered in 2014 and is located in Royston, Hertfordshire. The nursery employs 30 members of childcare staff. Of these, 17 hold appropriate early years qualifications from level 2 to level 6. The nursery opens from Monday to Friday all year round. Sessions are from 7am until 7pm. The nursery provides funded early education for two-, 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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