

Inspection date	17 June 2019
Previous inspection date	Not applicable

The quality and standards of the early years provision	This inspection: Previous inspection:	Inadequate Not applicable	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

This provision is inadequate

- The provider does not monitor the quality of provision. Consequently, several registration requirements are not met. Some mandatory records are not kept, such as for recruitment.
- Staff do not have a clear understanding of wider safeguarding issues. Vetting and recruitment procedures are weak. The provider does not ensure all staff working with children are suitable. This compromises children's welfare.
- The provider does not adequately consider risks to children or remove potential hazards to children to help keep them safe.
- Appropriate arrangements are not in place to monitor staff performance. The provider does not identify weaker aspects of staff practice, to ensure all children receive experiences that secure their good progress.
- Staff do not use their observations and assessments to plan children's next stages in learning, nor do they involve parents. Progress checks for children aged between two and three years are not in place to help identify when children are not making the expected progress.
- Deployment of staff is poor, resulting in children not being engaged or safe. Staff miss key chances during daily routines and activities to promote children's communication and language skills.

It has the following strengths

- Children are happy, settled and approach staff who are warm and kind towards them.
- Parents describe staff as 'approachable' and 'friendly'.

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
make sure vetting and recruitment procedures are robust and enable you to determine the suitability of staff	28/06/2019
ensure records are easily accessible and available to Ofsted, as required	28/06/2019
make sure all staff have up-to-date knowledge and understanding of safeguarding issues, including female genital mutilation and the 'Prevent' duty guidance	28/06/2019
ensure staff use risk assessments to identify aspects of the premises that need to be checked on a regular basis and take action to remove or minimise the risk	28/06/2019
ensure staff receive the monitoring, coaching and support they need to be competent to carry out their roles and responsibilities	28/06/2019
make sure staffing arrangements are effective, meet the needs of all children and ensure children are adequately supervised and engaged.	26/07/2019

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

	Due date
ensure staff review the progress of children aged between two and three years and provide parents with a written summary of their child's development in the prime areas of learning	26/07/2019
ensure staff make use of observations and their assessments to plan children's next stages in learning	26/07/2019
ensure staff give children opportunities both to speak and listen to develop their thinking and communication skills	26/07/2019
embed systems for sharing information with parents to promote continuity of learning from the home to nursery.	26/07/2019

Inspection activities

- The inspection was conducted following Ofsted's risk assessment process.
- The inspector spoke with the manager, some children, parents and staff throughout the inspection.
- The inspector observed activities and daily routines, indoors and outside.
- The inspector carried out a joint observation with the manager.

Inspector
Seema Parmar

Inspection findings

Effectiveness of leadership and management is inadequate

There are significant failings in meeting registration requirements for this newly registered setting. Safeguarding is ineffective. The provider has completed 'safer recruitment' training. However, this has not been effective. Staff who have not been checked for their suitability to work with children are left unsupervised to manage children's intimate care routines. This puts children at potential risk of harm from unsuitable people. Staff understand the local authority reporting procedures to report welfare concerns. However, they are not aware of safeguarding issues, such as the 'Prevent' duty guidance and female genital mutilation. Some staff are not vigilant of hazards and risks posed to children's safety. The provider does not monitor safeguarding practice or the quality of teaching to ensure children are safe or to eliminate inconsistencies in staff practice.

Quality of teaching, learning and assessment is inadequate

The quality of teaching is weak. The system in place to monitor and plan activities for children is not effective. Staff do not follow children's interests or use their observations of what children can do to plan for their individual learning and development. Staff do not review or assess children's progress between two and three years and do not share a short summary with their parents, as required. As a result, staff have not established if children are developing appropriately to get the help they may need to progress as they should. Some children run around and are not engaged in any purposeful activity or play. Staff miss opportunities to promote children's communication and language effectively. During 'Davening', a circle time activity where Jewish children learn the first prayer, 'Modai', as well as other prayers, staff race through the prayers and do not engage children effectively. This results in children not participating and becoming distracted, and does not teach them to become effective learners.

Personal development, behaviour and welfare are inadequate

The weaknesses in safeguarding compromise children's welfare and safety. Staff fail to recognise risks or teach children about safe behaviour. Some children routinely climb on stacked chairs because staff do not teach children about the risk of injury. During the changeover of activities, the atmosphere is chaotic, as staff focus on domestic tasks rather than the children who are not engaged in play and learning. Staff expect all children to lay on a sleep mat, as part of the routine, including children who do not require a rest and have lots of energy. As a result, some children become restless. Children have daily opportunities for outdoor play, and they enjoy fresh air and active play. They have access to fresh fruit and drinking water, which contributes to their positive health and well-being.

Outcomes for children are inadequate

Weaknesses in the quality of teaching compromise outcomes for children. Children are unable to build on and extend their learning. This means they do not make as much progress as they should. Routines and teaching do not take into account the needs of individual children. As a result, children are not well prepared for their next stage of learning.

Setting details

Unique reference number	2497344
Local authority	Barnet
Inspection number	10110714
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register
Day care type	Full day care
Age range of children	2 - 4
Total number of places	25
Number of children on roll	25
Name of registered person	Happy Tots R Us Ltd
Registered person unique reference number	2497343
Date of previous inspection	Not applicable
Telephone number	07896187402

Happy Tots registered in 2018 and is located in the London Borough of Barnet. The setting opens each weekday from 8.45am to 3.30pm, term time only. It receives funding for provision of free early education, including funding for two-year-old children. The setting employs six members of staff to work directly with the children. Of these, three staff members hold childcare qualifications, including one who holds qualified teacher status.

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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