

The Castle Day Nursery Limited



Angola House, Angola Road, Worthing, West Sussex BN14 8DU

Inspection date	24 June 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

- Some staff do not manage children's unwanted behaviour effectively and do not teach them how their actions affect others. At times, some staff fail to appropriately deal with disputes between children and do not help them to manage their own emotions.
- Staff interactions with children are variable. Staff working with two-year-old and pre-school children do not consistently make effective use of their questioning to encourage children to think critically, solve problems and develop their ideas.
- Although the new manager has introduced positive systems to support staff's professional development, these are not fully embedded. She has identified some areas of weakness. However, she has not yet tackled all weaker aspects of staff practice fully to raise the standards to a consistently good level.
- Staff do not intervene effectively when children use negative gender stereotypes in their play and conversations, to support their understanding of equality.

It has the following strengths

- Staff are caring and build positive relationships with children and get to know them well. Children feel happy and settled. Younger children enjoy cuddles with staff, and older children actively include staff in their play and experiences.
- Parent partnerships are effective and staff consistently update them on their children's learning. Staff encourage communication about children's interests and experiences.

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 all staff fully understand the setting's behaviour management procedures and teach children effectively about what is expected, and how to manage their feelings and behaviour appropriately	01/08/2019
improve the use of questioning to give children consistently good opportunities to think critically, solve problems and develop their own ideas	01/08/2019
further develop and fully embed systems to monitor and support staff practice to identify and address all areas of weakness and achieve consistently strong practice throughout the nursery.	01/09/2019

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

- give children more support to help them fully understand the importance of equality, particularly regarding gender.

Inspection activities

- The inspector observed teaching practices and the impact this had on children's learning.
- The inspector held discussions with the manager, staff, children and parents.
- The inspector read some of the setting's documentation, including the safeguarding policy and procedures.
- The inspector sampled children's development information and records.
- The inspector completed a joint observation with the manager and held discussions in relation to children's learning and progress.

Inspector
Ben Parsons

Inspection findings

Effectiveness of leadership and management requires improvement

The ambitious manager started her post within the last six months and her dedicated deputy has very recently joined the management team. A high number of the nursery staff are new to the setting and the manager is working hard to implement change and raise the standards. However, systems to support staff development are still new and the manager has not yet monitored staff practice closely enough to help achieve consistently good teaching. Despite this, she is completing effective self-evaluation and making improvements. For example, she has developed the nursery environments and children now have more space to explore their learning and develop their play. Safeguarding is effective. The manager and staff have a thorough, up-to-date understanding of how to deal with any child protection concerns, including protecting children from extreme views.

Quality of teaching, learning and assessment requires improvement

Staff assess children's individual development well and the manager monitors the progress all children make, including different groups. Staff know what children enjoy and plan a varied and stimulating environment that motivates them. For example, children enjoy using tweezers and magnifying glasses to collect natural objects in the garden, which they use to make collages of caterpillars. However, too often staff fail to encourage older children's thinking skills. For example, they do not give children the time they need to answer questions before offering help and step in too quickly to solve challenges that arise during play. Staff support babies very well and provide a broad range of experiences for their play and learning. Babies excitedly join in with group singing sessions, explore water with curiosity and learn to use ride-on toys confidently.

Personal development, behaviour and welfare require improvement

Overall, most children behave well. However, staff do not provide children with consistent guidance to help their understanding of what is unacceptable and the impact of their actions, such as hurting others. Due to this, some children do not know how to manage their emotions. Staff provide a welcoming environment for children to explore and children independently manage their play and learning. Overall, they play together well and develop positive social skills, for example praising each other's pictures and taking an interest in the lives of their friends. Children of all ages are very active and enjoy physical play in the well-resourced garden.

Outcomes for children require improvement

Not all children make enough progress. Due to the variable quality of staff practice, some children are not fully supported to achieve their full potential. For example, children do not fully learn to respect gender equality and think critically. Despite this, children communicate well, express themselves and develop some skills that prepare them well for school. Babies are curious about the world and pre-school children learn to write their names on finished artwork. Two-year-old children are very imaginative and confidently take on roles in their play, such as when being 'police officers', hunting for clues.

Setting details

Unique reference number	113417
Local authority	West Sussex
Inspection number	10070735
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register
Day care type	Full day care
Age range of children	0 - 4
Total number of places	54
Number of children on roll	40
Name of registered person	The Castle Day Nursery Limited
Registered person unique reference number	RP527667
Date of previous inspection	14 August 2018
Telephone number	01903 234679

The Castle Day Nursery Limited registered in 1991 and is situated in Worthing, West Sussex. The nursery is open between 7.30am and 6pm each weekday, all year round. It employs 12 staff, 11 of whom hold relevant qualifications between level 2 and level 5. The nursery receives funding for the provision of free early education for children aged two, three and four years.

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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