

# Happy Days Day Nursery Poole

Happy Days Day Nursery, Creekmoor, Poole, Dorset BH17 7FF



<b>Inspection date</b>	15 July 2019
Previous inspection date	Not applicable

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Inadequate</b>	<b>4</b>
	<b>Previous inspection:</b>	Not applicable	
Effectiveness of leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Requires improvement	3
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Requires improvement	3

## Summary of key findings for parents

### This provision is inadequate

- Safeguarding procedures are not sufficiently robust. Leaders fail to ensure they act promptly to any concerns about a child's welfare and take the necessary action to keep children safe.
- Not all staff have a good enough understanding of their role and responsibilities in relation to safeguarding. They do not always recognise the importance of accurately recording injuries children sustain at home and do not share relevant information so that children are kept safe.
- Procedures for assessing and planning for children's progress are inconsistent. Staff do not always identify the next steps in children's learning and do not plan activities that specifically support children's individual needs. This means that some children do not receive the support they need to make good progress.
- Managers do not make sufficient use of professional development opportunities to swiftly address weaknesses in the quality of teaching. Although some staff engage well with children to support their interests and learning, this is not consistent. As a result, some older children lack interest in the activities staff provide and become bored.

### It has the following strengths

- Staff organise the play areas so they are welcoming for children. They complete frequent checks to ensure spaces are clean for children to use.
- Staff encourage children's independence well. They help children to learn how to play kindly with their friends, to support them build positive relationships.

## 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 that any concerns about a child's welfare are reported to the appropriate agencies in a timely manner, in line with Local Safeguarding Children Board guidance	02/08/2019
improve staff and managers' understanding of their role and responsibilities to safeguard children, particularly with regard to recording information about accidents or injuries children sustain away from the setting, and ensure the most appropriate action is taken to keep children safe	02/08/2019
improve arrangements for assessing children's progress and planning for their continued development, and ensure all children receive good support for their learning and development	30/08/2019
improve the quality of teaching and learning through effective systems for staff professional development.	30/08/2019

### Inspection activities

- Two inspectors conducted this inspection. They observed practice in all areas of the nursery. They spoke to staff and children at appropriate times.
- The inspectors spoke to parents and carers to gain their feedback.
- The inspectors held meetings with managers and senior staff, and reviewed a sample of documentation used to support children's learning and welfare.
- The inspectors completed joint observations with senior staff and discussed procedures for monitoring the quality of teaching and education.
- The inspection was prompted following the risk assessment process.

#### Inspectors

Samantha Powis  
Bridget Copson

## Inspection findings

### Effectiveness of leadership and management is inadequate

Safeguarding is ineffective. Managers and staff do not have a good enough understanding of their roles and responsibilities in relation to child protection. They fail to keep accurate records about injuries that children sustain at home to help them monitor children's welfare. Despite the nursery having procedures in place for escalating any safeguarding concerns, they do not follow these to ensure appropriate agencies can take any necessary action to keep children safe. The nursery has experienced a period of significant staff changes. Although managers provide induction and some training to support staff to increase their skills, inconsistency in the quality of teaching remains. Through monitoring, managers have started to identify where gaps exist. They have begun to implement changes and create opportunities for staff to develop their skills and confidence. This includes increasing staff's experiences of working with children with special educational needs and/or disabilities. However, improvements are relatively new and not sufficiently embedded throughout the nursery. As a result, some children do not receive the support they need. Adequate procedures are in place for sharing information with parents.

### Quality of teaching, learning and assessment requires improvement

Children generally enjoy their time at the nursery. However, staff do not have a good enough understanding of children's individual learning needs to ensure they target these during play. Children have lots of opportunities to make choices in what they play with and how they play. They freely move between indoor and outdoor play areas exploring a suitable range of activities. Some staff become involved well in children's play to support their language development through discussions. However, at times, staff do not use language well and do not encourage children to respond and think for themselves. Some activities provided by staff for older children sometimes fail to capture their interest and challenge them. For example, during an activity when children add objects to water, staff do not support them to think about why certain objects float or sink, to extend their understanding of the world.

### Personal development, behaviour and welfare are inadequate

Weaknesses in the procedures to safeguard children mean that children's safety is compromised. However, staff generally follow effective routines to support children's health. Children learn about keeping safe in the sun, as staff support them to put on sun hats and sun cream before going outside. Meals provided are nutritious and children enjoy a healthy diet. Staff have a good understanding of children's individual dietary needs and support these well. Generally, children behave well, and learn how to share and take turns fairly. Staff offer children praise for playing well with their friends. For example, staff help younger children to negotiate and take turns with a toy, and offer children lots of praise for waiting patiently for their go.

### Outcomes for children require improvement

Children acquire some skills that help prepare them for the next stage in their learning. They gain confidence and independence as they learn to manage their personal care needs. For example, all children are encouraged to use age-appropriate cutlery at

mealtimes, with younger children well supported by staff to achieve this. Children are confident and settle well in the nursery. They feel proud of their achievements, for example when older children create patterns using rulers and pencils, supporting their early writing skills. However, at times, some activities on offer do not reflect children's interests or learning needs well enough to motivate them to learn more. Children develop an interest in books and stories and have opportunities to take books home to involve families in their learning.

## Setting details

<b>Unique reference number</b>	EY548142
<b>Local authority</b>	Bournemouth, Christchurch & Poole
<b>Inspection number</b>	10115428
<b>Type of provision</b>	Childcare on non-domestic premises
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Day care type</b>	Full day care
<b>Age range of children</b>	1 - 4
<b>Total number of places</b>	81
<b>Number of children on roll</b>	166
<b>Name of registered person</b>	Happy Days Day Nurseries Limited
<b>Registered person unique reference number</b>	RP900845
<b>Date of previous inspection</b>	Not applicable
<b>Telephone number</b>	01872 511180

Happy Days Day Nursery Poole registered in 2017 and is one of 21 nurseries run by Happy Days Limited. It operates from a purpose-built unit in Canford Heath, near Poole in Dorset. The nursery is open each weekday from 7am to 7pm for 51 weeks of the year. It receives early education funding for children aged two, three and four years. The provider employs 28 childcare staff. The manager and 17 staff hold childcare qualifications at level 3, and three staff hold relevant qualifications at level 2. The nursery receives support from a company operational manager and a lead practitioner in care and education.

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