

Inspection of Happy Stars Day Nursery

St Andrews Church, St Andrews Road, LONDON NW10 2QS

Inspection date: 22 November 2022

Overall effectiveness

Inadequate

The quality of education

Requires improvement

Behaviour and attitudes

Requires improvement

Personal development

Inadequate

Leadership and management

Inadequate

Overall effectiveness at previous
inspection

Outstanding

What is it like to attend this early years setting?

The provision is inadequate

Children's welfare is compromised because of the weaknesses in recruitment and staff's understanding about appropriate safeguarding reporting procedures.

Leaders demonstrate their intention well about what it is they want children to learn and how they want staff to teach children to extend their learning. However, the quality of teaching is variable. Monitoring systems are not fully effective to support staff practice, to help children make the best possible progress.

Children are happy and settled at the nursery, and they are confident and capable learners. They learn to share, take turns and play cooperatively with their friends. They follow instructions from staff and generally demonstrate positive attitudes to learning. Children develop a strong sense of belonging and settle with ease because of the settling-in process staff follow. Children show that they feel safe and secure with their familiar adults, who are kind and caring in their approach. Children have ease of access, with high-quality equipment and furniture. Children enjoy using their separate outdoor areas, benefiting from fresh air. Children like the freshly prepared and nutritious snacks and meals.

What does the early years setting do well and what does it need to do better?

- Some staff do not have a secure understanding of child development. This prevents them from providing age-appropriate activities. Consequently, some activities are not matched to children's stage of development, hindering their learning experience.
- The arrangements for the induction and ongoing support for staff are not good enough. Staff feel supported in their role and enjoy their work with children. However, leaders are not yet providing critical reflection and measurable targets to help staff to develop their practice.
- Most children experience broad and suitably challenging opportunities to learn, and activities reflect children's emerging interests. Staff teach children to begin to respect and care for the natural environment and living things. Children explore and investigate a worm in the garden. Staff encourage and remind children to be gentle, kind and careful, take turns and engage in a two-way flow of conversation about what they are doing.
- Generally, staff promote children's communication and language well. Babies develop their listening and attention skills as they join in with familiar nursery rhymes and bucket time. Children enjoys stories and talk about pictures in the books. Staff sit alongside children, modelling words, actions, or phrases to help them build and extend their vocabulary and thinking. However, staff occasionally prioritise routine tasks over quality interactions with children during transitions of routines and mealtimes.

- Staff teach children about forming healthy lifestyle habits, such as playing outdoors in the fresh air, providing nutritious snacks and meals and practising handwashing, as part of their daily routines. Children learn to manage their self-care during toileting, cleaning their own noses and disposing of tissues safely. They take off and put on on their coats and shoes. These opportunities to practise essential skills help children build confidence and prepare them for the next stage in learning.
- Staff swiftly use their observations and work closely with parents and external agencies to support children with emerging additional needs.
- Staff build close relationships with parents and children from the start. They offer homes visits and provide information through an online application together with daily feedback, either on arrival or when they collect their children. Parents' comments are very positive, commending the staff for their communication about their children's care, learning and progress.

Safeguarding

The arrangements for safeguarding are not effective.

Recruitment procedures are not robust in checking the full employment history of staff as part of their suitability checks to work with children. Leaders and staff understand how to deal with welfare concerns about children and the reporting procedures to follow. However, they do not know the correct reporting procedures to follow if there are concerns about the practice of a colleague. The premises is secure, with clear children's registration and departure procedures to make sure children cannot leave the setting unsupervised. Overall, staff ensure children access a child friendly and suitable environment, including an outdoor play area.

What does the setting need to do to improve?

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

	Due date
ensure robust recruitment procedures, including checking staff's full employment history as part of their suitability to work with children, are carried out	09/12/2022
help all staff, including the designated safeguarding lead, to gain knowledge about the procedures to follow in the event of an allegation against staff, in line with the local safeguarding partners procedures	09/12/2022

<p>improve the curriculum planning and delivery so that all staff understand what they are expected to teach the children through regular support and guidance, to improve the quality of education for all children.</p>	<p>09/12/2022</p>
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Setting details

Unique reference number	EY369205
Local authority	Brent
Inspection number	10259674
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 at time of inspection	1 to 4
Total number of places	30
Number of children on roll	35
Name of registered person	Happy Stars Day Nursery Ltd
Registered person unique reference number	RP527798
Telephone number	02084 591754
Date of previous inspection	16 May 2019

Information about this early years setting

Happy Stars Day Nursery registered in 2008. It is located in Willesden, London. The nursery is open each weekday, from 8am to 6pm, and operates all year round. The provider receives funding to offer free early education for two-, three- and four-year-old children. There are 12 staff, of whom 10 hold appropriate early years qualifications, ranging from level 2 to level 6.

Information about this inspection

Inspector

Seema Parmar

Inspection activities

- This was the first routine inspection the provider received since the COVID-19 pandemic began. The inspector discussed the impact of the pandemic with the provider and has taken that into account in her evaluation of the provider.
- The deputy manager and inspector completed a learning walk of all areas of the setting and discussed the early years curriculum.
- The inspector observed the quality of education being provided and assessed the impact that this was having on children's learning.
- A joint observation of an activity was carried out with the deputy manager.
- The inspector spoke to parents and staff and tracked the experiences of children during the inspection, taking account of their views.
- The inspector considered relevant documentation, including evidence of the suitability of staff, qualifications and first-aid training.

We carried out this inspection 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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