

Inspection of Tops Day Nurseries - Portsmouth

Queen Alexandra Hospital, Southwick Hill Road, Cosham, Portsmouth, Hampshire
PO6 3LY

Inspection date: 12 December 2022

Overall effectiveness	Inadequate
The quality of education	Inadequate
Behaviour and attitudes	Inadequate
Personal development	Inadequate
Leadership and management	Inadequate
Overall effectiveness at previous inspection	Requires improvement

What is it like to attend this early years setting?

The provision is inadequate

Standards have declined since the previous inspection. The leadership and management team has failed to act decisively to meet the needs of all children attending this setting. It does not carry out rigorous risk assessments to identify and manage hazards that could place children at risk of significant harm when off the premises. Furthermore, the setting's mobile phone policy is not consistently implemented by managers or staff to ensure the safety of all children, specifically when on outings.

There are elements of positive practice. Children do enjoy their time at the setting. They form secure bonds with staff and separate from their parents with ease as they arrive. Staff are kind and caring towards all children. They value children's differences. Children seek out staff for cuddles and are confident to make their needs and wants known, such as requesting a drink. Staff give priority to promoting positive relationships and behaviours. Children are learning some behaviours to help prepare them for school, such as to use their 'kind hands'.

Children confidently engage in free-flow activities. They enjoy playing and exploring in the outdoor areas, where they ride wheeled toys and roll down the garden slope, which supports their physical development.

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

- The management team does not have a full understanding of its role and responsibilities in leading the setting. This includes the responsibility to share information with Ofsted openly as part of the inspection process. Additionally, the manager has not ensured that staff have completed and shared the required progress check for all children at age two. This means that processes for the assessment of, and planning for, children's individual learning and development are not consistently effective.
- Provision for children with special educational needs and/or disabilities (SEND) is inconsistent. Arrangements to ensure staff are completing and reviewing individual education plans and keeping them updated are ineffective. Staff's planning and next steps do not precisely meet the needs of children who require extra support to catch up. Furthermore, they do not ensure that parents fully understand how they can support their child's learning and development at home. Leaders are too slow to make referrals and put interventions in place. This does not provide children with the support they need to help them reach their highest potential.
- The management team has not fully considered all risks to children on nursery outings. It does not put measures in place to ensure children's safety throughout. For example, children travel with the bare minimum of staff to

accompany them. This means that in the event of an incident or accident involving a member of staff or multiple children, the remaining staff member will be unable to respond in a way that keeps everyone safe.

- The policy supporting the use of mobile phones is not fit for purpose. The manager has failed to recognise the potential risks of staff taking their own mobile phones with them on off-site outings with children. They have not considered that staff can share information with other adults, or the impact this could have on children's safety.
- Despite these weaknesses, staff are kind and caring towards children. They are attentive to the babies and play with the older children. For example, staff model how to roll the play dough and encourage children to have a go. As a result, children demonstrate positive levels of engagement.
- Children play alongside one another as they enjoy imaginative play opportunities. For example, they use their senses as they explore 'Christmas soup'. They comment on the 'spicy' smells and use tools for a purpose as they scoop the 'soup' into different-sized bottles.
- Children behave well. They happily greet the inspectors and are keen to show off their favourite toys and what they are doing. Children are kind to their peers and show respect. They enjoy the healthy, home-cooked meals and have access to fresh drinking water at all times.

Safeguarding

The arrangements for safeguarding are not effective.

The policy on the use of staff's mobile phones and cameras does not safeguard children effectively. The manager has failed to consider the potential risks posed by staff taking their own mobile phones on outings with the children. The manager has failed to implement effective risk assessments to ensure children remain safe when participating in off-site activities. However, staff do have a secure understanding of how to act should they have a concern about a child's welfare or the conduct of a colleague they work with. The premises are secure. There are robust procedures in place for the safe recruitment of staff.

What does the setting need to do to improve?

The provision is inadequate and Ofsted intends to take enforcement action.

We will issue a Welfare Requirements Notice requiring the provider to:

	Due date
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put appropriate measures in place with regards to the use of mobile phones and cameras to help safeguard children, and ensure that staff adhere to this policy at all times	24/01/2023
ensure all managers have effective support, supervision and coaching to promote the interests of children, and ensure they have a clear understanding of their roles and responsibilities	24/01/2023
put in place effective risk assessments and take action to minimise or remove hazards that expose children to unnecessary risks during off-site activities	24/01/2023
ensure there are suitable arrangements in place to support children with SEND.	24/01/2023

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

	Due date
ensure the progress checks for all children aged between two and three years are completed in a timely manner to fully support children's individual learning needs, and ensure that they are routinely shared with parents.	24/01/2023

Setting details

Unique reference number	EY281231
Local authority	Portsmouth
Inspection number	10238920
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	0 to 4
Total number of places	115
Number of children on roll	296
Name of registered person	Tops Day Nursery Limited
Registered person unique reference number	RP901328
Telephone number	02392 215786
Date of previous inspection	12 January 2022

Information about this early years setting

Tops Day Nurseries - Portsmouth registered in 2004 and operates from the grounds of the Queen Alexandra Hospital. It is open Monday to Friday, from 6am until 8pm, all year round, except for Christmas Day, Boxing Day and New Year's Day. It receives funding to provide free early years education for children aged two, three and four years. The nursery employs 32 staff to work with the children. Of these, 28 hold appropriate qualifications in early years childcare and learning, including one at level 6.

Information about this inspection

Inspectors

Nina Lambkin
Gwendolyn Andrews

Inspection activities

- The inspectors discussed any continued impact of the pandemic with the provider and have taken that into account in their evaluation of the provider.
- The inspectors went on a learning walk with the manager to establish the priorities for the curriculum.
- A joint observation was completed and discussed with the manager.
- The inspectors observed the quality of education during activities, indoors and outdoors, and assessed the impact this has on children's learning. An inspector accompanied some children on an off-site walk.
- The inspectors tracked children's experiences to establish what it is like for a child at the setting.
- The inspectors held a discussion with the manager in relation to the leadership and management of the nursery.
- The inspectors invited parents to share their views. They took account of all feedback received.

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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