

Inspection of Hill Top Tots Day Nursery Limited

Hill Top Tots Day Nursery, 51 Highfields Road, Dronfield, Derbyshire S18 1UW

Inspection date: 6 April 2023

Overall effectiveness	Inadequate
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The quality of education

Good

Behaviour and attitudes

Good

Personal development

Inadequate

Leadership and management

Inadequate

Overall effectiveness at previous
inspection

Good

What is it like to attend this early years setting?

The provision is inadequate

Weaknesses in the management and oversight of safe recruitment mean that the suitability of some staff cannot be confirmed. Additionally, the manager's poor maintenance of records means that not all necessary information related to staff suitability checks are recorded. This may compromise children's safety and welfare. Furthermore, the manager fails to ensure that all statutory documentation is available and easily accessible. Risk assessments are not fully effective. Staff do not identify the potential risks to children's health when they use cleaning products in the presence of children. As a result, cleaning products are not used following the manufacturer's safety guidance.

Despite the breaches in legal requirements, children enjoy their time at the nursery. Staff have high expectations of children's behaviour. Older children are proud to be chosen by staff as helpers for the day. They thrive on the responsibility of assisting their friends and younger children when they need support with a task. Children develop a love of books. Staff effectively use their voice and facial expressions to captivate children. They help children to build their knowledge of events within stories. For example, staff read a story about a witch on a broom and read, 'The witch tapped the broom,' and then purposely pause before children eagerly shout, 'and whoosh they were gone.'

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

- The manager does not have effective systems to consistently check the suitability of all staff. As a result, she is unable to evidence that Disclosure and Barring Service (DBS) checks have been carried out for every staff member working with children. In addition, the manager does not maintain an effective and accurate record of all required details related to staff's DBS records.
- Storage and retention of records are ineffective. For example, the manager does not ensure that all records related to the suitability of staff are accessible and located easily. Furthermore, the manager does not ensure that appropriate systems are in place to retain statutory assessments for children aged between two and three years while children are still at the nursery.
- Measures to ensure the safety and good health of children are not implemented by staff. Staff are not vigilant to all potential risks to children. For example, they use aerosol cleaning products in the presence of young children, and when using these cleaning products, they do not ensure that the room is well ventilated in line with manufacturer's guidance.
- Staff provide a curriculum based upon what children know and can do. Staff work effectively with other professionals to meet the needs of children with special educational needs and/or disabilities. Children are supported well by staff to build the skills and knowledge required for their next steps in learning.

- Staff's interactions with children are mostly of high quality. For example, during handwashing in the baby room, staff model language well. They offer clear commentary of the steps to complete to ensure effective hand hygiene. However, at times, interactions from some staff in the two toddler rooms are not as strong, such as when changing children's nappies and while children are eating.
- Parents speak fondly about staff and the positive relationships that children have formed with them. Parents feel very supported by staff and value the advice and guidance that they offer to support children's development. Staff have effective partnerships with parents. They ensure that parents are informed about how children are developing and what they enjoy doing at nursery.
- Children enjoy nutritious meals and snacks provided by staff. However, staff do not always organise mealtimes for younger children effectively. This means that some children are disadvantaged during this time. For example, some children have to wait for long periods of time before receiving their food. Children who are served last sit by themselves to eat while their friends get ready for outdoor play. As a result, some children are not helped to feel included.
- Children develop a good understanding of feelings and emotions. Staff encourage children to use colours to help them to describe how they feel. This increases children's awareness of their own and other people's emotions.

Safeguarding

The arrangements for safeguarding are not effective.

The manager does not have systems in place to show that the necessary vetting procedures of all staff have been carried out for all staff. Staff place children's health at potential risk due to a lack of effective risk assessments in the use of cleaning products. Nevertheless, staff are clear on how and when to report concerns about children's welfare. Staff complete safeguarding training to help them to recognise and report a range of indicators related to child protection concerns. Staff implement safe sleeping practices for babies and young children. Staff supervise children during mealtimes and know how to safely prepare foods to prevent choking.

What does the setting need to do to improve?

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

	Due date
ensure that robust systems are in place to check and confirm the suitability of all staff working with children	27/04/2023

record all required information related to Disclosure and Barring Service checks for staff, including the date it was received and who obtained it	27/04/2023
ensure that all necessary records are available and easily accessible, including staff suitability checks and statutory progress checks for children aged between two and three years	27/04/2023
ensure staff identify all potential risks to children and take adequate steps to reduce and remove risks.	27/04/2023

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

- support staff to consistently provide high-quality interactions to further promote children's learning
- review the organisation of snack times in the younger toddler room to reduce the time that children have to wait for food, to meet the needs of all children.

Setting details

Unique reference number	206261
Local authority	Derbyshire
Inspection number	10276644
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register
Day care type	Full day care
Age range of children at time of inspection	1 to 4
Total number of places	60
Number of children on roll	142
Name of registered person	Hill Top Tots Ltd
Registered person unique reference number	RP902750
Telephone number	01246 290063
Date of previous inspection	26 July 2017

Information about this early years setting

Hill Top Tots Day Nursery Limited registered in 1995 and is located in Dronfield. The nursery employs 17 members of childcare staff. Of these, 15 hold qualifications at level 3 and above. One member of staff holds early years teacher status. The nursery opens Monday to Friday, from 7.30am to 6pm, all year round, except for bank holidays. The nursery provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspector
Mel Walker

Inspection activities

- This was the first routine inspection the nursery received since the COVID-19 pandemic began. The inspector discussed the impact of the pandemic with the manager and has taken that into account in their evaluation of the nursery.
- The manager, deputy manager and the inspector completed a learning walk together of all areas of the nursery and discussed the early years curriculum.
- The inspector talked to staff at appropriate times during the inspection and took account of their views.
- The inspector carried out joint observations of routines and activities with the deputy manager and the special educational needs coordinator.
- The inspector spoke to parents during the inspection and took account of their views.
- The inspector observed activities and interactions between staff and children.
- The inspector looked at relevant documentation and evidence of the suitability of staff working in the nursery.

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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