

Inspection of Happy Days Nursery

Wood Lane Community Centre, Wood Lane, WEST BROMWICH, West Midlands B70 9PT

Inspection date: 23 June 2023

Overall effectiveness

Inadequate

The quality of education

Inadequate

Behaviour and attitudes

Inadequate

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

Children's safety is not prioritised at this nursery. This is because staff and leaders fail to take swift and timely action when concerns are raised about a child's welfare or when the suitability of a member of staff is questioned. In addition to this, the key-person system is poor. For example, when children have a new key person, staff do not share key information about the child with each other. Therefore, children do not receive the consistency they require in their care and learning.

The quality of teaching and learning that children receive is weak. There are multiple occasions when staff do not think well enough about children's individual needs as they access activities or large-group circle times. Consequently, a lot of children are not able to accomplish the activities that are set out for them. In addition, staff do not recognise children who require more support to get involved in the activities on offer. This means that some children spend considerable periods of time unengaged and wandering around. This does not ensure that all children are able to make good progress in their learning.

Despite the fact that staff quickly go over to children when they become upset, they do not support children to start to understand their feelings and emotions. As a result, children do not routinely learn what is expected and how to behave well. However, children say that they like to come to nursery. Some older children independently select where they want to play. They have fun playing together on the bicycles or with the trains.

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

- Leaders fail to maintain adequate recruitment or safeguarding records. Some files cannot be located or found, and others are not recorded effectively. This does not ensure the safe running of the nursery or meet children's needs. In addition, induction processes are not robust enough. This is because staff do not have sound knowledge of the nursery's safeguarding procedures. These weaknesses place children at unnecessary risk of harm.
- The support that staff receive is not focused enough on helping to improve their emotional well-being or coaching them to help improve their teaching practice. Staff often move at pace through activities, which does not support children to consolidate their learning. In addition, staff read stories in close proximity to each other or talk very loudly over the story to each other. This ends up completely distracting the children. These weaknesses limit children's ability to thrive at the nursery. However, staff do comment fairly positively about the support they receive from leaders.
- Although staff complete observations and assessments of the children, they do not use this information well enough to ensure that children make the progress

they are fully capable of. This is because staff do not share this information with each other or use the information to help plan activities that build on children's knowledge.

- Parents do not know who is responsible for their child's care and learning at nursery. They also do not know how they can continue their child's learning at home. Although all children have a key person, this information is not shared swiftly enough with parents. However, parents comment that their children like to come to nursery. They also say that staff are very helpful and friendly.
- Staff do not think well enough about the organisation of routines or activities. This limits how well they are able to respond to children's needs as they play. Children also spend long periods of time waiting for staff to set up the next part of the routine. During this time, children become unsettled and frustrated.
- Staff do not place enough emphasis on children's personal development. They do not speak to the children about how their actions affect others. Consequently, at times, children do not show enough care or respect towards one another.
- Staff provide children with a range of healthy and balanced meals. Children also help themselves to fresh drinking water throughout the day. Staff apply children's sunscreen as needed. They also provide opportunities for the children to get physical or play outdoors. This starts to support children to learn how they can live healthy lifestyles.
- The newly recruited manager is knowledgeable. She has started to identify ways that the nursery can move forward. However, she has not been in place for long enough to help make the necessary improvements to the overall quality of the nursery.

Safeguarding

The arrangements for safeguarding are not effective.

Leaders have failed to take the relevant action needed to ensure that children are kept safe from harm. Recently, staff shared numerous safeguarding concerns with leaders about the suitability of staff and welfare of children, but these were ignored. The new nursery manager recognises that this is a significant failing and has now reported the concerns to the relevant agencies. However, this was not done in a timely way. Furthermore, despite recent events, leaders do not ensure that all staff fully understand their safeguarding policies and procedures. Staff show no understanding of their local safeguarding partners' procedures or how to follow these when they feel children are at risk of harm. This places children at significant risk of harm. Staff knowledge of the nursery's smoking and mobile phone procedure is sound. Leaders take action to ensure they meet the correct staff-to-child ratio requirements. Staff deploy themselves well to ensure that they supervise the children well as they eat and play.

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
develop induction processes to ensure all staff fully understand the safeguarding procedures and those of the relevant local safeguarding partners to ensure children are kept safe from harm	14/07/2023
improve the key-person system to ensure children receive consistency in their care and/or learning and share this information with parents so they know how they can consolidate their child's learning at home	14/07/2023
implement effective methods to ensure staff receive the right level of coaching and support, with an aim to help improve their emotional well-being and improve the quality of teaching and learning children receive	14/07/2023
maintain records to ensure the safe and efficient management of the nursery and to meet the needs of all children	14/07/2023
improve the arrangements in place for managing children's behaviours to support children to learn how they can manage their own feelings and learn how their actions affect others.	14/07/2023

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

	Due date
improve the organisation of activities and routines to ensure children receive the right level of support they require and to minimise their time waiting around	28/07/2023

ensure staff use what they know about children to help plan activities that build on what the children already know and can do.	28/07/2023
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Setting details

Unique reference number	EY394708
Local authority	Sandwell
Inspection number	10299972
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	2 to 4
Total number of places	39
Number of children on roll	39
Name of registered person	Greets Green Community Enterprises
Registered person unique reference number	RP900855
Telephone number	0121 525 2662
Date of previous inspection	9 November 2022

Information about this early years setting

Happy Days Nursery registered in 2009. The nursery employs eight members of childcare staff. Of these, seven hold appropriate early years qualifications at level 3 or above. The nursery opens from Monday to Friday, term time only. Sessions are available from 8am until 6pm. The nursery provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspector

Louise Chinyuku

Inspection activities

- The inspector discussed any continued impact of the pandemic with the provider and has taken that into account in their evaluation of the provider.
- We carried out this inspection as a result of a risk assessment, following information we received about the nursery.
- The manager joined the inspector on a learning walk and talked to the inspector about their curriculum and what they want their children to learn.
- Children spoke to and communicated with the inspector during the inspection.
- The inspector spoke to several parents and staff and took account of their views.
- The inspector observed the quality of education being provided, indoors and outdoors, and assessed the impact that this was having on children's learning.
- The manager provided the inspector with a sample of key documentation on request.

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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