

Inspection of Happy Little Angels Day Nursery Ltd

Croydon Unitarian Free Christian Church, The Croydon Flyover, Croydon CR0 1ER

Inspection date: 3 October 2023

Overall effectiveness	Inadequate
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The quality of education	Inadequate
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Behaviour and attitudes	Inadequate
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Personal development	Inadequate
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Leadership and management	Inadequate
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Overall effectiveness at previous inspection	Inadequate
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What is it like to attend this early years setting?

The provision is inadequate

Children have plenty of space to play at this nursery. However, activities and play opportunities, particularly indoors, are not organised to ensure that all children have the best learning experience. Despite this, the learning environment is calm and children can focus without distraction. Leaders have not ensured that the risk assessment process identifies hazards and addresses potential risks in the environment. The manager relies on staff to be vigilant, instead of taking action to make repairs and remove hazards.

When it is time to go outside, children line up eagerly. Children thoroughly enjoy being outside in the garden, where they can extend their physical mobility and enjoy a range of activities. Children show great concentration as they apply themselves fully to their learning outside. However, the curriculum is not ambitious enough to support all children. At times, especially at the start of the day, there are few planned activities and children wait with little to do. This is because the delivery of the intended curriculum is not consistent throughout the day to support children to make good progress in their learning.

Generally, children behave well. For example, staff encourage children to share resources with others. However, staff sometimes struggle to engage all children in group activities like story time. Inexperienced staff lack the skills to engage children and encourage them to participate. Weaknesses in the key-person system mean not all children's learning needs and interests are fully understood. This means not all children consistently engage with learning opportunities throughout the day.

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

- The quality of teaching is variable. Some staff do not demonstrate enough ambition to support children's early communication and language skills. Staff focus on developing activities that reflect children's interests and do not have a clear plan of what children need to learn next. For example, children who like cars play with cars for most of the day. There is little consistency to ensure that all children are supported well in their learning.
- Staff have created defined learning areas in the nursery. Books are readily available in all areas to encourage children to explore reading. Children can independently access toys and other resources from clearly labelled boxes. This helps children when it is time to tidy up as they know where to put resources when they finish playing.
- The manager has taken steps to improve the key-person system since the last inspection. However, some staff still do not fully understand the role of the key person or their responsibility to support individual children in their learning. Although every child has an assigned key person, some parents do not know

who their child's key person is. This means children's individual needs are not consistently met throughout the day.

- Children serve themselves at mealtimes and enjoy the food provided. Children sit down together at mealtimes. They take turns to set tables, distribute plates and give cups to their friends. Staff sit with children to support them as they eat. The more-experienced staff help promote children's social interactions. This helps with children's emotional development.
- Although there is a manager and named deputy in place, there are often times when neither are on the premises despite an agreed timetable. This means staff working with children must step in to perform managerial duties if required. This adds to staff workload and can be stressful for individual staff members. As a result, supervision arrangements are weak and staff do not get the tailored support they need to improve their practice.
- Some parents are happy with the care and learning their children receive at the nursery. They choose this nursery again when seeking childcare for younger siblings. Other parents lack enthusiasm for the setting. They say they choose it because it is convenient to home and has availability. Overall, parents did not have a good understanding of what their children are learning or how they can support them at home to provide continuity.
- The staff team supervise children well in all areas of the nursery which helps to keep them safe. For example, staff monitor children when they use the toilets and ensure they follow good hygiene practices. However, leaders have not developed and implemented effective risk assessment procedures to support staff to identify hazards and take timely action to address them. This puts children at risk of harm.

Safeguarding

The arrangements for safeguarding are not effective.

Staff know how to keep children safe and what their responsibilities are. They understand the signs and symptoms of abuse and who to report any concerns to. Staff understand the whistle-blowing procedures should they be worried about the conduct of a colleague. Leaders ensure there are safe recruitment procedures in place. Although the setting owner has failed to notify the regulator of the person who is managing the early years provision as required, this breach does not affect the safety of the children. However, risk assessment practices are weak and children are exposed to hazards like plastic bags, broken equipment and toxic substances which puts them at risk of harm.

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
take all reasonable steps to ensure risks identified by staff are addressed by managers in a timely manner	22/11/2023
ensure effective supervision, coaching and training arrangements are in place to enable practitioners to promote the best interests of children	22/11/2023
inform the regulator of any changes to the provision, including updating information about setting oversight and management	22/11/2023
ensure the key-person approach consistently meets children's individual needs	22/11/2023
improve information sharing with parents to support their understanding of what children are learning at nursery and how to support them at home.	22/11/2023

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

	Due date
support less-experienced staff to access training to help to improve their understanding of how to teach the curriculum	22/11/2023
ensure that children who have gaps in their learning and development receive intervention at the earliest opportunity.	22/11/2023

Setting details

Unique reference number	2618544
Local authority	Croydon
Inspection number	10289672
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	0 to 4
Total number of places	49
Number of children on roll	45
Name of registered person	Happy Little Angels Day Nursery Ltd
Registered person unique reference number	2618545
Telephone number	02087260510
Date of previous inspection	3 April 2023

Information about this early years setting

Happy Little Angels Day Nursery Ltd registered in 2021. The nursery is located in the London Borough of Croydon. The nursery is open for most of the year, from 7.30am to 6.30pm, Monday to Friday. It employs 12 members of staff. Of these, four members of staff hold a qualification at level 3 or above.

Information about this inspection

Inspector

Trina Lynskey

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.
- The inspector viewed the provision and discussed the safety and suitability of the premises.
- The manager and inspector completed a learning walk together of all areas of the nursery and discussed the early years curriculum.
- The inspector talked to staff and parents at appropriate times during the inspection and took account of their views.
- The inspector carried out a joint observation of a planned activity with the manager.
- The inspector looked at relevant documentation and reviewed 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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