



Joyful Gems Day Nursery

Inspection report for early years provision

Unique Reference Number	EY294889
Inspection date	01 June 2005
Inspector	Brenda Claire Wint-Omereye
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Registered person	Joyful Gems Day Nursery Limited
Type of inspection	Childcare
Type of care	Full day care

ABOUT THIS INSPECTION

The purpose of this inspection is to assure government, parents and the public of the quality of childcare and, if applicable, of nursery education. The inspection was carried out under Part XA Children Act 1989 as introduced by the Care Standards Act 2000 and, where nursery education is provided, under Schedule 26 of the School Standards and Framework Act 1998.

This report details the main strengths and any areas for improvement identified during the inspection. The judgements included in the report are made in relation to the outcomes for children set out in the Children Act 2004; the National Standards for under 8s day care and childminding; and, where nursery education is provided, the *Curriculum guidance for the foundation stage*.

The report includes information on any complaints about the childcare provision which Ofsted has received since the last inspection or registration or 1 April 2004 whichever is the later.

The key inspection judgements and what they mean

Outstanding: this aspect of the provision is of exceptionally high quality

Good: this aspect of the provision is strong

Satisfactory: this aspect of the provision is sound

Inadequate: this aspect of the provision is not good enough

For more information about early years inspections, please see the booklet *Are you ready for your inspection?* which is available from Ofsted's website: www.ofsted.gov.uk.

THE QUALITY AND STANDARDS OF THE CARE

On the basis of the evidence collected on this inspection:

The quality and standards of the care are inadequate - notice of action to improve. The registered person does not meet the National Standards for under 8s day care and childminding.

WHAT SORT OF SETTING IS IT?

Joyful Gems Day Nursery operates from a converted detached house in Charlton. The building is situated close to local bus routes and within walking distance of Charlton Station.

This is a community based nursery that serves the local area. The building accommodates 60 children from 3 months to 5 years. There a large garden for outdoor play.

The nursery opens Monday to Friday all year round excluding bank holidays and one week at Christmas. Opening hours are from 08.00-18.00. Thirteen full time staff work with the children as well as two domiciliary staff. Some staff have early years qualifications to NVQ level 2 or 3. The setting works in partnership with the Early Years Childcare Development Partnership (E.Y.D.C.P).

THE EFFECTIVENESS OF THE PROVISION

Helping children to be healthy

The provision is satisfactory.

Children are encouraged to understand the importance of good personal hygiene through their daily routines which includes hand-washing after messy activities, outdoor play, after toileting and before meals. Good precautions are in place for nappy changing. All staff wear aprons and disposable gloves to prevent the spread of infection. Practitioners work to a planned cleaning schedule to maintain a germ-free environment in the children's bathroom.

All children enjoy a healthy nutritious range of snacks as well as a two course lunch along with regular drinks throughout the day. Meals comply with the special dietary requirements of individual children to ensure they remain healthy. All the children are able to rest and be active according to their individual needs.

Protecting children from harm or neglect and helping them stay safe

The provision is inadequate.

Incomplete recruitment procedures mean that children's safety is compromised as they are being cared for by some staff who are unqualified and not properly vetted. Poor induction of new staff members impacts on their knowledge of procedures for the protection of children. However, the setting is well designed to ensure children's safety with security precautions such as an intercom system. Fire procedures are in place and children practice regular fire drills to safeguard their welfare in the event of an emergency. Fire equipment is strategically located and has recently been checked for its effectiveness. There is a suitable risk assessment procedure in place.

Children have access to a wide range of safe, good quality, developmentally appropriate resources stored at child height. There is sufficient and suitable child height furniture to meet the needs of older children. Procedures for feeding small babies are inappropriate, there is a lack of adult sized furniture in the baby room, staff are not able to sit holding small babies to ensure their comfort and safety whilst feeding them.

Helping children achieve well and enjoy what they do

The provision is inadequate.

Recent internal staff changes have resulted in children not developing a sense of

belonging. They are not confident about selecting materials for play, relating to practitioners in conversation or forming meaningful relationships with other children.

Babies under 12 months have access to a range of good quality toys and natural materials. They develop early communication skills as staff interact with them in a variety of ways making the best use of the available equipment along with observations of children's progress. The Birth to three matters framework is not currently used to plan activities to promote the development of the younger children. The setting is in the process of developing planned activities for children under three years but staff presently rely upon the curriculum planning for the early learning goals which is not suitable in meeting the needs of babies and toddlers. Although observations and recording systems provide useful information for parents, they are not used to inform activity planning or to promote children's developmental progress. The absence of a framework for children under three years means there is no tracking of areas for improvement or skills development.

Children aged two to three years engage in structured activities such as hand printing with paints and collage. There is little communication or interaction between the children and there are few opportunities presented for children to play together imaginatively or to express themselves creatively away from adult intervention.

Helping children make a positive contribution

The provision is satisfactory.

Children with English as an additional language have access to a selection of good quality books and resources to support their needs. Children and practitioners come from a range of backgrounds which means they benefit from social interaction with adults and children from diversity of cultures. Children with special needs benefit from the regular dialogue with parents and professionals to support their care needs. Sensitive strategies are used in the management of children's behaviour.

The nursery welcomes new parents. An initial consultation with a key-worker takes place which helps to foster trust and facilitate a good partnership with parents for the benefit of the child.

Organisation

The organisation is inadequate.

The setting fails to meet the needs of all the children attending. The nursery has recently opened and the newly established staff team have yet to access available training opportunities. There are insufficient numbers of appropriately qualified staff. The routine care needs of some children are not always met due to the limited knowledge of some staff.

Newly recruited staff are unsure of nursery policies and procedures. Recruitment procedures, induction and training programmes are not well organised to guarantee the safety and protection of children.

Improvements since the last inspection

Not applicable.

Complaints since the last inspection

There are no complaints to report.

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WHAT MUST BE DONE TO SECURE FUTURE IMPROVEMENT?

The quality and standards of the care

To improve the quality and standards of care, the registered person **must** take the following actions:

- Ensure that there are effective recruitment procedures in place for checking that staff are suitably qualified and/or experienced to work with children and are fully inducted into the nursery policies and procedures.
- Develop and implement an action plan detailing how at least half of all childcare staff will hold a level 2 qualification in child care.
- Ensure that sufficient/suitable furniture/equipment is available to meet the needs of all children (in this case suitable chairs for feeding babies)
- Plan a range of activities and play opportunities for children aged 3 months to 3 years which promote their overall development.

These actions are set out in a **notice of action to improve** and must be completed by the date specified in the notice.

Any complaints about the inspection or the report should be made following the procedures set out in the leaflet *Building better childcare: Compliments and concerns about inspectors' judgements* which is available from Ofsted's website: www.ofsted.gov.uk