

# Shalom@Destiny Day Nursery

Inspection report for early years provision

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<b>Unique Reference Number</b>	EY346848
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<b>Inspector</b>	Mauvene Burke
<b>Setting Address</b>	2 Cottage Green, LONDON, SE5 7ST
<b>Telephone number</b>	0207 708 3777
<b>E-mail</b>	dekagha@yahoo.com
<b>Registered person</b>	Oluyemisi Iyabode Ekagha
<b>Type of inspection</b>	Childcare
<b>Type of care</b>	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](http://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?

Shalom@Destiny Day Nursery opened in 2007 and operates from two rooms in the annex of a church which is situated in the Camberwell area in the London Borough of Southwark. A maximum of 34 children may attend the nursery at any one time. The nursery is open each weekday from 07:30 to 15:45 for 51 weeks of the year. There is no outside play area so children use a local park within the area.

There are currently 12 children aged from six months to under five years on roll. There are currently no children receiving funding for early education. The nursery currently supports children who speak English as an additional language.

The nursery employs five members of staff, including the manager. Of these, three hold appropriate early years qualifications and one is working towards a qualification.

## THE EFFECTIVENESS OF THE PROVISION

### **Helping children to be healthy**

The provision is inadequate.

Children's complete good health is compromised because policies and procedures are not upheld at the nursery and requirements for food hygiene training have not been met. Staff do not follow good hygiene practices when changing babies' nappies, for example, ensuring that children are protected from the risk of cross infection by wiping the changing mat between each nappy change. Further to this, staff involved in the preparation and handling of food have not received training in this area for over ten years; therefore it is unclear if procedures comply with local environmental health department guidance and regulations. At other times, children's wellbeing is generally well protected because staff understand medication procedures and are generally attentive to their needs if children become ill whilst on the premises. However, although there is at least one member of staff with a current first aid training certificate on the premises at any one time, the registered person has not ensured that there is one available when children are on outings. This puts children at risk.

The standard of cleanliness throughout the premises helps keep children healthy because the registered person ensures that a cleaner is employed daily. Children are learning about the importance of good hygiene and personal care through daily routines and appropriate expectations, such as washing their hands before eating, although staff do not talk to the children as to why this is important. Babies benefit from having individual sleeping cots and personal sheets, which staff ensure are changed as required.

Children are beginning to develop healthy eating practices. Menus are generally healthy and balanced and include fresh fruit and vegetables. Staff are aware of the importance of meeting children's dietary requirements, although, at the time of the inspection, no children attending the setting had special requirements. Children have access to fresh drinking water during the day as the staff ensure that a jug of water is placed in the base room daily.

Whilst older children benefit from physical exercise and fresh air on a regularly basis, babies and children under two years do not. Older children have daily opportunities to go to either the library or to the local park where they have opportunities to climb, run and jump. Babies on the other hand are not taken out on this basis; nor do they have access to regular fresh air as the windows in the nursery room are kept closed.

### **Protecting children from harm or neglect and helping them stay safe**

The provision is inadequate.

Children in the two to five years room have the opportunity to use an extremely small range of play equipment, some of which is either not in good working order or has missing pieces, for example, the cash tills, play phones and puzzles. Some of the books are also in a poor condition, for example, they are torn and have loose pages. However, toys are suitably organised, children are able to access toys for themselves during free play as some of the equipment, though limited, is suitably stored in baskets at a height children can access easily. This provides some level of independence for the children. Babies have access to a wider selection of equipment which includes musical instruments, activity centres which provide levels of exploration and soft cuddly toys.

Children work and play in a secure setting where they have ample space to move around freely. They are developing an awareness of space as they walk around the nursery negotiating their way around furniture. Rooms are decorated brightly which helps to make the nursery rooms welcoming for both children and parents.

To date, the manager is the only member of staff who carries out a daily risk assessment of the nursery rooms, however, this has proved to be ineffective as hazards are not always identified or dealt with effectively. For example, an electric socket was found to be accessible to children (although a cover was quickly found) and a torn settee in the toddler and pre-school room has foam-like material exposed to children. It is also unclear as to whether or not the fire extinguishers are in working order as there is no record confirming this. This is a risk to children. Staff demonstrate a satisfactory knowledge of the fire evacuation procedures, but as yet no fire drill has been carried out.

Staff demonstrate a satisfactory knowledge and understanding of child protection issues which helps them protect children from harm and neglect. However, children's welfare is not fully safeguarded because staff are unsure of the procedures that would be followed if an allegation of abuse was made against them. The setting's current child protection policy does not set out what procedures should be followed in this event, and are not currently in line with the Local Safeguarding Children Board.

### **Helping children achieve well and enjoy what they do**

The provision is satisfactory.

Children on the whole are generally settled, and many are happy to attend as they approach the simple range of activities on offer to them. Some children in the two to five year old group concentrate for a minimum period of time whilst others concentrate for a much longer period, although this is mainly during activities that they initiate themselves, such as when they play at the water and sand tray. They enjoy singing songs and listening to staff telling stories, and during circle time staff introduce new words to children such as "responsibility". This helps children to think and draw on their own experiences and understanding and how it relates to them and to others. Children enjoy the counting activities and threading beads but these activities offer little stimulation as not much thought has gone into the planning.

Babies' basic needs are supported by staff who are aware of each child's individual needs relating to sleep and meal times. At other times, babies are less supported, for example, in terms of their development. Staff talk very little to children although they do sing to children to help them to sleep. There is an over dependency during set times of the television in this room, children can be seen sitting for a good period of time watching a DVD. Despite this, at other times, babies enjoy using the toys available to them to explore sounds and movement. They enjoy playing with the musical instruments as staff sing the "Shake, Shake, Stop" song to them and are fascinated and become excited as the soft toy, when squeezed, moves towards them.

Many of these children are still in the very early stages of their settling-in period and as such are settling-in reasonably well. Plans are not yet being used effectively in either of the base rooms even though some staff have received training in the Birth to three framework. According to the manager, this area will be developed as time goes on.

## **Helping children make a positive contribution**

The provision is satisfactory.

New children are gradually settling into the nursery because staff have a friendly approach and are building steady relationships with them; children's daily routines are met satisfactorily. Staff are working towards establishing relationships with parents. Basic information about their children's care is shared on most days, though currently the system for obtaining information from parents about their children's stage of development is not yet in place. Parents, however, do have access to a "comment book" in which they can record relevant information about their child and in turn staff do the same; this includes what children have eaten, what time they slept and how many nappies were changed. Comments that parents have made in the book are very positive; all parents praise the staff as regards the work they are doing with their children. Parents are given details about the setting's complaints procedure; however, the manager was unable to demonstrate an understanding of current changes to regulations relating to complaints.

Opportunities for children to learn about their wider community are, so far, somewhat limited and resources provided do not reflect the community which many of the children are from. However, the nursery has a very strong Christian ethos which underpins some of the daily routines, such as the saying of grace before eating and having quotes from the bible around the nursery rooms. The manager intends to develop the planning in the near future to ensure that children receive opportunities to learn about other cultures, festivals and religions. Children who attend who have English as a second language are supported well throughout the nursery. Staff take their time when speaking to these children, making sure that eye contact is given and often repeating things with hand gestures to help children to understand.

Children's behaviour is good. Staff effectively involve children in daily activities which encourages them to share and take turns, for example, during circle time when children choose their own songs and allow time for their friends to select their choice of song. Children are generally praised for their effort and achievements, which helps them to feel reassured and valued as individuals. The nursery operates a "Star Chart" system in which children are asked to remember and say who was "good" the previous day. Each child whose name is called is given a star to wear and a star is placed on the chart. However, children are not fully supported to understand the consequences of their actions because some staff do not always give clear explanations about the reasons why their behaviour is unacceptable.

## **Organisation**

The organisation is inadequate.

As yet, the recruitment and vetting procedures currently in place are not rigorous enough to ensure that children's welfare is safeguarded; for example, not all staff working with children have been vetted, yet are, at times, left alone with children. There is currently no named deputy in place who is able to take charge in the absence of the manager and the room leader in the older children's base room is not sufficiently qualified. Staff do ensure that routines and changeovers within sessions are managed well in order to cause little or no disruption to the children, but although new staff receive some level of induction when they begin, the induction programme has not yet been tailored to ensure that they are clear about the way the setting operates in terms of the policies and procedures.

In addition to this, risk assessments are not in operation and daily registers of attendance are not maintained appropriately; this does not ensure children's safety at all times. Nonetheless, other documentation at the nursery, such as sickness procedures and medication records, works

well towards safeguarding the children's welfare and provides a good enough foundation for staff to work with. The setting does not meet the needs of the range of children for whom it provides.

The registered provider/manager has plans in place for staff to receive training in the Early Years Foundation Stage and to work with the local authority's early years advisors to help her to organise this in order to get the nursery at a level which she feels the children deserve.

### **Improvements since the last inspection**

Not applicable.

### **Complaints since the last inspection**

Since registration there have been no complaints made to Ofsted that required the provider or Ofsted to take any action in order to meet the National Standards.

The provider is required to keep a record of complaints made by parents, which they can see on request. The complaints record may contain complaints other than those made to Ofsted.

## **THE QUALITY AND STANDARDS OF THE CARE**

On the basis of the evidence collected on this inspection:

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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:

- develop and implement an action plan that sets out how supervisors will achieve a level 3 qualification
- ensure that there is a named deputy who is able to take charge in the absence of the manager
- ensure that there are effective procedures in place for checking that staff are suitable to work with children
- improve the induction training offered to new staff to ensure that they develop a good understanding of the setting's policies and procedures in relation to the welfare of the children
- ensure that a risk assessment of the premises is in place and that action is taken to minimise all hazards
- make sure enough staff are trained in first aid to ensure that at least one member of staff with a current first aid certificate is on outings at all times

- improve nappy changing procedures to ensure that the risk of cross-infection is reduced and ensure that those responsible for the preparation and handling of food are fully aware of, and comply with, regulations relating to food safety and hygiene
- ensure that the child protection procedure complies with those of the Local Safeguarding Children Board (LSCB) and include in the child protection statement procedures to be followed in the event of an allegation of abuse being made against a member of staff
- improve knowledge and understanding of the requirements set out in regulations in regards to the complaints procedure and to the keeping of an accurate record of the hours of all the children's attendance.

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 *Complaints about Ofsted Early Years: concerns or complaints about Ofsted's role in regulating and inspecting childcare and early education* (HMI ref no 2599) which is available from Ofsted's website: [www.ofsted.gov.uk](http://www.ofsted.gov.uk)