



Office for Standards
in Education

DAY CARE INSPECTION REPORT

URN 118124

INSPECTION DETAILS

Inspection Date	10/08/2004
Inspector Name	Christine Bonnett

SETTING DETAILS

Day Care Type	Full Day Care
Setting Name	Ealing Hospital NHS Trust Workplace Day Nursery
Setting Address	Ealing Hospital, Uxbridge Road Southall Middlesex UB1 3HW

REGISTERED PROVIDER DETAILS

Name	Ealing Hospital NHS Trust
------	---------------------------

ORGANISATION DETAILS

Name	Ealing Hospital NHS Trust
Address	Ealing Hospital, Uxbridge Road Southall Middlesex UB1 3HW

ABOUT THE INSPECTION

The purpose of this inspection is to assure government, parents and the public of the quality and standard of day care. When making judgements, inspectors have regard to how well the provider meets the National Standards for under Eights Day Care and Childminding. A list of these is attached. The report identifies strengths and areas for improvement.

This inspection report must be made available to all parents.

Information about the setting

Ealing Hospital Workplace Nursery was registered in 1997. Rosemarie Alphonse manages the nursery on behalf of the National Health Service (NHS) Trust. It is situated on level one of Ealing Hospital. An outdoor play space is adjacent to the nursery.

The nursery is open Monday to Friday, all year round. Opening times are from 07:00 to 18:30 all year round. Children attend for a variety of sessions.

The nursery's admissions policy gives priority to staff who work within Ealing Hospital, followed by staff from the West London Trust. It is then open to any other NHS staff. Some places may be available to members of the public.

There are currently 50 children from nine months to five years on roll. This includes six funded three-year-olds and ten funded four-year-olds.

The nursery supports children with special needs, and those who speak English as an additional language. As well as English, some staff speak Punjabi, Urdu and Spanish.

The nursery has a manager, deputy and 12 staff working directly with the children. All the permanent staff have early years qualifications to National Vocational Qualification (NVQ) level 3.

The setting receives support from Foundation Stage Consultants based within the Early Years Development and Childcare Partnership (EYDCP).

How good is the Day Care?

Ealing Hospital NHS Trust Workplace Nursery provides good care for children.

All permanent staff are suitably qualified and have a clear understanding of their role and responsibilities. A good ratio of staff to children is maintained throughout the nursery. The manager is experienced, and leads a team of well-motivated staff. The nursery is maintained to a good standard of hygiene and cleanliness. It is fully equipped with appropriate furniture and play resources, all of which are also clean and in good condition. All required documentation is in place, but some lacks the necessary detail.

The building is well maintained and contains no obvious safety hazards. The meals provided are nutritious and varied. Dinner time is not a social occasion for the children, it is rushed, and the independence of the older children is not encouraged. The nursery has a positive attitude towards working with children with special needs, and will ensure that steps are taken to enable the child to progress appropriately. Staff and management have a sound understanding of child protection issues to help safeguard the wellbeing of children in their care.

The staff interact warmly with the children, particularly in the rooms for children under two years of age. Appropriate physical contact is given in the form of cuddles for comfort and security. Age appropriate strategies for managing children's behaviour are used throughout the nursery. The individual needs of children are respected, and met appropriately. The nursery has many resources that reflect positive images of diverse races and culture.

Partnership with parents is very good. There are a variety of ways in which staff communicate with parents. This includes communication books and notice boards. An

What has improved since the last inspection?

At the last inspection, the nursery was required to enhance their policies to include managing bullying, and the procedure to be followed in the event of a child not being collected. These have now been done. This ensures that staff and parents are both aware of the process should these situations arise.

They were also required to make the pipe work safe in the bathroom. The pipes have now been boxed-in to prevent accidents.

The child protection policy now includes the procedure to be followed should a member of staff be accused of abusing a child.

What is being done well?

- Children under the age of two years are cared for within a warm and nurturing environment. The rooms are clean, bright and welcoming for children. Staff are affectionate and kind to the children. They have a sound knowledge of the individual needs of each child and take pleasure in their progress and achievements.
- A wide range of toys and play equipment is available throughout the nursery. It is attractively displayed and presented for the children. The items provide a balance of quiet and physical activities. This enables children to progress in all areas of development.
- The staff have a sensitive and positive approach to behaviour management. Strategies are used to resolve conflict which are appropriate to the child's age and level of understanding. Clear and consistent boundaries for good behaviour are in place. Staff praise and reward good behaviour, thereby enabling the child to grow in self-confidence and develop good self-esteem.

- The staff have good relationships with parents. The parents are well informed about their child's routine and achievements. They are given a handbook that contains all policies and procedures. The good relationship with parents helps the children to be happy and secure whilst in the care of the nursery.

What needs to be improved?

- the organisation at meal times to encourage children to be independent and have sufficient time to enjoy their meal
- the procedure for recording information in the attendance register and accident book to ensure that surnames of all parties are always recorded.

Outcome of the inspection

Good

CONDITIONS OF REGISTRATION

All registered persons must comply with all conditions of registration included on his/her certificate of registration.

As a result of this inspection conditions of registration have been imposed / varied / removed and a new certificate of registration will be issued.

WHAT NEEDS TO BE DONE NEXT?

The Registered Person should have regard to the following recommendations by the time of the next inspection

Std	Recommendation
8	Review the routine and procedure at meal times in relation to the amount of time allocated for the meal, and the independence of the children.
14	Ensure the surnames of the children are always recorded in the attendance register.
14	Ensure the full names of the children and staff members who deal with, or witness accidents are always recorded in the accident book.

SUMMARY OF NATIONAL STANDARDS

STANDARD 1 - SUITABLE PERSON

Adults providing day care, looking after children or having unsupervised access to them are suitable to do so.

STANDARD 2 - ORGANISATION

The registered person meets required adult: child ratios, ensures that training and qualifications requirements are met and organises space and resources to meet the children's needs effectively.

STANDARD 3 - CARE, LEARNING AND PLAY

The registered person meets children's individual needs and promotes their welfare. They plan and provide activities and play opportunities to develop children's emotional, physical, social and intellectual capabilities.

STANDARD 4 - PHYSICAL ENVIRONMENT

The premises are safe, secure and suitable for their purpose. They provide adequate space in an appropriate location, are welcoming to children and offer access to the necessary facilities for a range of activities which promote their development.

STANDARD 5 - EQUIPMENT

Furniture, equipment and toys are provided which are appropriate for their purpose and help to create an accessible and stimulating environment. They are of suitable design and condition, well maintained and conform to safety standards.

STANDARD 6 - SAFETY

The registered person takes positive steps to promote safety within the setting and on outings and ensures proper precautions are taken to prevent accidents.

STANDARD 7 - HEALTH

The registered person promotes the good health of children and takes positive steps to prevent the spread of infection and appropriate measures when they are ill.

STANDARD 8 - FOOD AND DRINK

Children are provided with regular drinks and food in adequate quantities for their needs. Food and drink is properly prepared, nutritious and complies with dietary and religious requirements.

STANDARD 9 - EQUAL OPPORTUNITIES

The registered person and staff actively promote equality of opportunity and anti-discriminatory practice for all children.

STANDARD 10 - SPECIAL NEEDS (INCLUDING SPECIAL EDUCATIONAL NEEDS AND DISABILITIES)

The registered person is aware that some children may have special needs and is

proactive in ensuring that appropriate action can be taken when such a child is identified or admitted to the provision. Steps are taken to promote the welfare and development of the child within the setting in partnership with the parents and other relevant parties.

STANDARD 11 - BEHAVIOUR

Adults caring for children in the provision are able to manage a wide range of children's behaviour in a way which promotes their welfare and development.

STANDARD 12 - WORKING IN PARTNERSHIP WITH PARENTS AND CARERS

The registered person and staff work in partnership with parents and to meet the needs of the children, both individually and as a group. Information is shared.

STANDARD 13 - CHILD PROTECTION

The registered person complies with local child protection procedures approved by the Area Child Protection Committee and ensures that all adults working and looking after children in the provision are able to put the procedures into practice.

STANDARD 14 - DOCUMENTATION

Records, policies and procedures which are required for the efficient and safe management of the provision, or to promote the welfare, care and learning of children are maintained. Records about individual children are shared with the child's parent.