

Birdhurst Day Nursery

40 South Park Hill Road, SOUTH CROYDON, Surrey, CR2 7DU

Inspection date	19/08/2013
Previous inspection date	25/01/2011

The quality and standards of the early years provision	This inspection:	
	Previous inspection:	
How well the early years provision meets the needs of the range of children who attend		3
The contribution of the early years provision to the well-being of children		4
The effectiveness of the leadership and management of the early years provision		4

The quality and standards of the early years provision

This provision is inadequate

- The provider does not ensure that managers and staff implement the nursery medicine policy and procedure correctly. This places children's health at risk and is a breach of the safeguarding and welfare requirements.
- The provider does not ensure that managers have suitable systems in place to inform new staff of nursery policies and procedures. This means some staff lack knowledge and understanding of important procedures they may need to follow.
- The provider and managers do not review policies and procedures as part of their risk assessment process as a matter of urgency following significant events, which have identified risks to children. This means future risks to children are not reduced.
- Some staff do not have a flexible approach to the daily routine in order to meet the individual needs of all children well.

It has the following strengths

- Children are settled in the nursery and have developed good relationships with staff.
- The indoor and outdoor environments are stimulating and attractively set up for children, which encourages the children to explore.

Information about this inspection

Inspections of registered early years provision are:

- scheduled at least once in every inspection cycle – the current cycle ends on 31 July 2016
- scheduled more frequently where Ofsted identifies a need to do so, for example where provision was previously judged inadequate
- brought forward in the inspection cycle where Ofsted has received information that suggests the provision may not be meeting the legal requirements of the Early Years Foundation Stage or where assessment of the provision identifies a need for early inspection
- prioritised where we have received information that the provision is not meeting the requirements of the Early Years Foundation Stage and which suggests children may not be safe
- scheduled at the completion of an investigation into failure to comply with the requirements of the Early Years Foundation Stage.

Inspection activities

- The inspector held a meeting with management.
- The inspector observed activities in the main playrooms and in the garden.
- The inspector viewed a sample of policies, procedures, children's activity plans and development records.
- The inspector had discussions with staff.
- The inspector carried out a joint observation with a manager.

Inspector

Sarah Moore

Full Report

Information about the setting

Birdhurst Day Nursery has been operating since 1998 and re-registered in 2010. It is privately owned and run by a committee of the charity, Christian Family Concern. It is located in a residential area of South Croydon, Surrey, within walking distance of South Croydon train station; it is also well served by local buses. The nursery operates from purpose-built premises and has parking facilities on site. There are two floors with four rooms on the upper level and three larger rooms downstairs. Children have a large outdoor play area as well as a separate play area for babies and toddlers. The nursery is registered on the Early Years Register and there are currently 54 children on roll in the early years age group. The nursery is open each week day from 8am to 6pm for 51 weeks of the year. The nursery staff support children with special educational needs/and or disabilities and children who speak English as an additional language. There are 20 members of staff, 17 of whom hold relevant early years qualifications. The nursery provides funded education for two-, three-and four-year olds.

What the setting needs to do to improve further

To meet the requirements of the Early Years Foundation Stage the provider must:

- ensure all staff, including managers, implement the nursery medicine policy and procedure correctly in order to keep children in good health by making sure written permission is obtained from a child's parent prior to administering medicine to a child and making sure medicine is only administered to the child it has been prescribed for

- ensure induction training for all staff, including managers, clearly explains their role and responsibilities, including the procedure to follow when administering medication to a child; the procedure to follow when a child requires emergency first aid treatment, and ensuring staff know who has lead responsibilities for designated roles within the nursery

- implement effective risk assessment procedures in order to minimise risks to children and ensure all staff are knowledgeable of policies and procedures, including knowing when to complete a risk assessment to review practices following an event which has identified possible risks to children or lack of staff knowledge and understanding of stated procedures

To further improve the quality of the early years provision the provider should:

- help staff to be flexible in their approach to the daily routine in order to meet the individual needs of the children.

Inspection judgements

How well the early years provision meets the needs of the range of children who attend

The staff provide a suitable range of activities for children, which cover all the required areas of learning for the Statutory Framework for the Early Years Foundation Stage. However, some staff are not flexible in their approach to the daily routine in order to meet the individual needs and interests of all children; for example, during quieter periods of the year when many children are on holiday and there are very few children attending. Older children, aged two years and above, are still requested to take part in quiet times after meals where they may choose to sleep or quietly rest, because this is the usual daily routine. After some children have finished resting for a short time, they are asked to look at books and are encouraged to 'be quiet' when speaking to one another, although not all children are interested in the books and show this by being fidgety. These children are not able to choose to take part in any other quieter activities that interest them during this time as there are none set out to choose from.

Observation and assessment of children's learning and development is suitable. Staff complete regular observations of children's development in order to assess their learning. Parents share information with staff when children first attend the nursery and through general daily discussions to help staff plan suitable activities. As a result, children make progress and are ready for the next stage in their learning. However, some children's development records are sent to the child's new school prematurely, which means their assessment history is unavailable for staff to use for planning purposes while they are still attending the nursery.

Children enjoy taking part in conversations with staff during mealtimes. Staff develop children's learning by talking about the different countries they come from, the different types of foods they eat and discussing children's thoughts and ideas as a result of the experiences they have had during the morning session. Staff encourage children's language skills by asking lots of questions and repeating phrases.

Children aged two years and under enjoy completing puzzles alongside their friends, listening to familiar songs, playing 'peek-a-boo' and having cuddles with staff while they read stories together. In the garden children competently ride bikes, climb large apparatus and explore cosy tents.

The contribution of the early years provision to the well-being of children

Children's behaviour shows they feel settled and safe in the nursery, because they have developed appropriate attachments with staff that provide care for them. However, the nursery fails to keep all children safe and healthy. This is because staff are not clear about the procedures to follow when dealing with emergency first aid treatment for children. Children receive unsuitable first aid, which puts their health at risk. Managers and staff do not implement the nursery medicine policy and procedure correctly. Medication has been administered to a child without prior consent from a parent. Medication has been administered to a child when it has been prescribed for a different child. The incorrect amount of medication has been given to a child, which has resulted in an overdose for their age. These are breaches of the safeguarding and welfare requirements for the Statutory Framework for the Early Years Foundation Stage.

The environment is welcoming and stimulating for children. Staff display interesting hanging mobiles and make tents and dens for children to play in. Each room is well resourced with toys and equipment suitable for children's different age groups. Staff encourage children to be independent. During mealtimes they help to serve their own food and they are encouraged to manage their own personal care needs, such as when brushing their teeth and using the toilet. Appropriate systems are in place to support children as they join the nursery, move on to new age groups and eventually onto school.

The effectiveness of the leadership and management of the early years provision

This inspection was brought forward following a notification from the provider regarding a child receiving an overdose of medication. This inspection has found leadership and management to be unsatisfactory because the provider does not make sure statutory requirements are met. Staff induction procedures do not inform staff of key nursery policies. Managers and staff do not implement the medicine policy and procedure correctly. Managers do not carry out suitable risk assessments following incidents, which have identified risks to children, in order to keep children healthy. These are breaches of the safeguarding and welfare requirements for the Statutory Framework for the Early Years Foundation Stage. The nursery has a staff induction procedure in place to inform staff of nursery policies and procedures as required, however, this is ineffective because it does not contain important policies, such as the medicine policy. This has resulted in children's health being put at risk.

Some staff lack knowledge of who has required designated responsibilities for lead roles in the nursery relating to child protection and special educational needs. This weakness is also a result of ineffective induction procedures and staff training. Following a serious incident of an overdose of medication to a child, managers have discussed reviewing medicine policies and procedures and have set dates for future meetings with staff as part of their risk assessment process. They have not implemented these changes as a matter of urgency, however, in order to train staff and keep children safe. This means their risk assessment procedures are ineffective in promoting children's welfare.

The provider has not followed the correct procedure of notifying Ofsted of required changes to the persons who are part of the committee of registered providers and those persons who have a key role in overseeing the management team. This is a further breach of requirements.

Acceptable systems are in place for staff recruitment, staff appraisals and supervision in order to support staff and check their suitability prior to employment. The management team adequately monitors the planning of activities and assessment of children's learning. They have systems in place to monitor the progress children make and assess this against the national average. The nursery works together with parents and other professionals to support all children to make progress, including those who require additional support in their learning. The views of parents, staff and children are included as part of the nursery's self-evaluation process.

What inspection judgements mean

Registered early years provision

Grade	Judgement	Description
Grade 1	Outstanding	Outstanding provision is highly effective in meeting the needs of all children exceptionally well. This ensures that children are very well prepared for the next stage of their learning.
Grade 2	Good	Good provision is effective in delivering provision that meets the needs of all children well. This ensures children are ready for the next stage of their learning.
Grade 3	Satisfactory	Satisfactory provision is performing less well than expectations in one or more of the key areas. It requires improvement in order to be good.
Grade 4	Inadequate	Provision that is inadequate requires significant improvement and/or enforcement action. The provision is failing to give children an acceptable standard of early years education and/or is not meeting the safeguarding and welfare requirements of the Early Years Foundation Stage. It will be inspected again within 12 months of the date of this inspection.
Met		The provision has no children on roll. The inspection judgement is that the provider continues to meet the requirements for registration.
Not met		The provision has no children on roll. The inspection judgement is that the provider does not meet the requirements for registration.

Inspection

This inspection was carried out by Ofsted 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.

Setting details

Unique reference number	EY411750
Local authority	Croydon
Inspection number	932742
Type of provision	Full-time provision
Registration category	Childcare - Non-Domestic
Age range of children	0 - 5
Total number of places	58
Number of children on roll	54
Name of provider	Christian Family Concern
Date of previous inspection	25/01/2011
Telephone number	02086813187

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Type of provision

For the purposes of this inspection the following definitions apply:

Full-time provision is that which operates for more than three hours. These are usually known as nurseries, nursery schools and pre-schools and must deliver the Early Years Foundation Stage. They are registered on the Early Years Register and pay the higher fee for registration.

Sessional provision operates for more than two hours but does not exceed three hours in any one day. These are usually known as pre-schools, kindergartens or nursery schools

and must deliver the Early Years Foundation Stage. They are registered on the Early Years Register and pay the lower fee for registration.

Childminders care for one or more children where individual children attend for a period of more than two hours in any one day. They operate from domestic premises, which are usually the childminder's own home. They are registered on the Early Years Register and must deliver the Early Years Foundation Stage.

Out of school provision may be sessional or full-time provision and is delivered before or after school and/or in the summer holidays. They are registered on the Early Years Register and must deliver the Early Years Foundation Stage. Where children receive their Early Years Foundation Stage in school these providers do not have to deliver the learning and development requirements in full but should complement the experiences children receive in school.

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