

Kidsunlimited Nurseries - Bickley

2 Daly Drive, Bickley, Bromley, Kent, BR1 2FF

Inspection date	17/09/2013
Previous inspection date	11/12/2012

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 has not ensured that the designated person for safeguarding children is fully aware of the requirements of their role, resulting in a failure to follow procedures correctly.
- Records show that ratio requirements of the Statutory framework for the Early Years Foundation Stage are not met at all times.
- Staff are not always appropriately deployed to meet all children's care needs, particularly the babies.
- Staff do not fully support children's language and communication skills as they are not always well deployed and some parts of the routine are noisy and distracting.

It has the following strengths

- The staff team are friendly and the new management team have plans in place to improve the quality of the provision.
- Children are confident and become independent, because staff are very caring and encourage children to try things out for themselves.

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.

The provision is also registered on the voluntary and compulsory parts of the Childcare Register. This report includes a judgment about compliance with the requirements of that register.

Inspection activities

- The inspectors observed activities in the playrooms and the outside learning environment.
- The inspectors looked at a sample of children's assessment records and planning documentation.
- One of the inspectors completed a joint observation with the manager of the provision during a focused activity.
- The inspectors viewed a sample of recruitment records, attendance records and improvement plans.
- The inspectors spoke to staff, children and parents and held a meeting with managers.

Inspector

Linda du Preez and Clare Hanson

Full Report

Information about the setting

Kidsunlimited Nursery in Bickley is one of a chain of nurseries originally run by the Kidsunlimited, but is now owned by Bright Horizons Limited. It was registered in 2009 and operates from a purpose-built building in a residential area of Bickley, in the London Borough of Bromley. The nursery operates from three base rooms, with dedicated nappy changing areas and toilet facilities. There are separate staff facilities, a relaxation/parents room, a laundry room, kitchen and a milk kitchen. Children have access to an enclosed outdoor play area. The nursery opens from 7.30am to 6pm for 52 weeks of the year, excluding public holidays. The nursery is registered on the Early Years Register and the compulsory and voluntary parts of the Childcare Register. There are currently 134 children in the early years age range on roll. The setting receives funding for the provision of free early education for children aged three and four years. Children come from a wide catchment area. The nursery supports children with special educational needs and/or disabilities and children who speak English as an additional language. There are 36 staff working with the children including the manager. Of these, 28 staff hold recognised childcare qualifications and one has attained Early Years Professional Status. The nursery also employs a chef and a housekeeper.

What the setting needs to do to improve further

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

- ensure that the designated person who takes lead responsibility for safeguarding children is fully aware of the requirements of their role
- ensure that children are adequately supervised and staff are deployed appropriately to meet children's care needs and keep them safe, with particular regard to the baby room
- ensure that the ratio requirements are met at all times.

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

- strengthen the programmes for communication and language by making the most of all opportunities to encourage children to talk and express themselves verbally.

Inspection judgements

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

Staff seek information from parents when children are new to the nursery to ensure that they know about children's development and progress from home. They use ongoing observations to support children to make progress by identifying the next steps for their learning and generally know the children well. Parents continue to share information about their child's learning at home and about their interests and this information informs planning. Staff carry out the required check for children between the age of two and three years. Therefore, the systems for observation, assessment and planning are satisfactory.

There are times throughout the routine when the pre-school room becomes very noisy, so staff and children are not able to hear one another during discussions. This means that staff cannot fully support children's communication and language skills. Some staff working with toddlers do not take all opportunities to ask children questions and become involved in meaningful discussions throughout their play, such as when they are playing with sand and water. The weaknesses in staff deployment mean that staff working with babies mostly focus on babies who are unsettled, leaving some of the babies to play alone. Therefore, they not always talk to some babies when they are engaged in their play to fully motivate their communication and language. However, staff do sing to children across all age groups and children enjoy looking through books and having stories read to them. Staff engage children by relating stories to their experiences from home and children respond by talking about their family pets during group discussions.

Children enjoy playing in the outdoor area and make use of a range of activities and resources. Staff sit with them and help them to remain focused as they concentrate on building train tracks and connecting construction toys. They talk to the children about the possibilities and give them time and space to try things out for themselves. This support helps children to maintain concentration and achieve what they set out to do. Children enjoy mark making with pens and paper and writing on chalkboards in the outdoor area. Staff teach children about letters and sounds as they learn to sound out the letters in their name. This helps children to develop early literacy skills, in preparation for the next stage in their learning. Staff plan a suitable range of mathematical activities, such as puzzles and problem solving games. Children enjoy exploring capacity and measurement using various jugs, containers and water. Staff teach children to use the computer as they follow instructions, control the mouse and solve problems in the game. These experiences help children to develop suitable skills for starting school. The nursery generally has a wide range of activities and resources and staff plan positive learning experiences based on children's interests and progress. However, the weaknesses throughout the routine mean that educational programmes do not currently have depth and breadth across all the areas of learning.

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

The nursery has a key person system in place and staff are aware that their role is to help children to settle and feel secure. They gather information from parents about their child's care arrangements, so get to know the children well. However, the weaknesses in staff deployment means there not always enough staff members available to fully meet the care needs of all the babies. This means that they cannot always carry out their roles, which on occasions, compromises children's safety and well-being. For example, young immobile babies lie on the floor and older babies are able to crawl over them. Furthermore, as staff spend a lot of time settling new babies, they do not spend sufficient time with other babies or always notice when they become upset. Nonetheless, staff are caring, kind and offer cuddles, which helps children to feel secure and results in positive relationships.

Staff carry out risk assessments, using daily checklists to identify and remove any hazards to children and keep areas clean and safe by tidying as they work. They encourage children to help to keep the areas safe, so that they develop their own sense of safety. Children enjoy the healthy meals provided, which take into account their nutritional and dietary needs. Staff encourage babies and children to feed themselves to develop their independence during mealtimes. This helps children to develop self-care skills and many are very independent. Children benefit from playing in the outdoor area throughout the day. They develop physical skills using a variety of toys and equipment, climbing, developing ball skills and balancing.

Most children cooperate with each other in their play and develop suitable social skills. They are generally well behaved and staff support them with their social skills by encouraging them to share and take turns. However, the poor staff deployment at times means that some behaviour goes unnoticed and staff do not always intervene in a timely manner.

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

The registered provider has not ensured that the provision meets all of the safeguarding and welfare requirements of the Early Years Foundation Stage at all times. The inspection took place following concerns relating to safeguarding, ratios, staff deployment, behaviour management and the educational programmes. Ofsted set actions relating to safeguarding and the provider arranged training for the whole staff team as a result. Although the inspectors found that the provider had rectified some weaknesses, such as behaviour management, other weaknesses remain. Records show that there is not always the correct number of staff supervising children present. The inspectors also found that staff are not effectively deployed to meet children's needs at all times. These are breaches of legal requirements. Although management and staff attend regular child protection training, the person designated to take lead responsibility for safeguarding did not respond to concerns appropriately. This has resulted in a further breach of legal requirements. Nonetheless, the provider carries out suitable recruitment processes to check that all adults working at the nursery are suitable to do so.

There are appropriate systems for induction and to monitor staff, through observations and supervision. The nursery chain offers a variety of training for staff to develop their professional skills and staff also attend some local training courses. The room leaders and manager oversee the planning and assessments to check that these are kept up to date.

The nursery has undergone a change of management and the newly appointed area managers are keen to improve the quality of the provision. They have devised clear action plans for improvement and demonstrate a willingness to rectify the weaknesses identified at the inspection.

The nursery team works in partnership with other early years settings within the nursery chain. Staff seek additional support from outside agencies when needed to secure appropriate interventions for children who need additional support. They devise transfer documents, which they pass on via parents when children move on to primary school. The nursery has suitable partnerships with parents and keep them up to date with information through newsletters and a website. Staff talk to parents during drop off and pick up times and they look through children's records during meetings. This communication means parents receive useful information regarding their child's care and developmental needs.

The Childcare Register

The requirements for the compulsory part of the Childcare Register are **Met**

The requirements for the voluntary part of the Childcare Register are **Met**

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	EY399366
Local authority	Bromley
Inspection number	932504
Type of provision	
Registration category	Childcare - Non-Domestic
Age range of children	0 - 8
Total number of places	88
Number of children on roll	134
Name of provider	Kidsunlimited Limited
Date of previous inspection	11/12/2012
Telephone number	08453652966

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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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