

Busy Bunnies

St. John the Baptist Greek Orthodox Church, Wightman Road, LONDON, N8 0LY

Inspection date	28/08/2013
Previous inspection date	28/06/2013

The quality and standards of the early years provision	This inspection:	4
	Previous inspection:	3
How well the early years provision meets the needs of the range of children who attend		4
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 registered individual, who is also the manager, has left children in the care of staff who are not qualified or capable of taking charge in her absence.
- Those caring for the children are not suitably qualified or vetted and have insufficient knowledge and understanding of their roles and responsibilities.
- Children's welfare is not safeguarded. Staff leave children out of their sight and hearing at times. Staff have limited awareness of child protection issues and the procedures to follow if they have concerns about a child. Fire equipment is not in working order and children are exposed to hazards.
- Records required for the safe management of the provision are unavailable and staff fail to keep records of accidents.
- Cooking facilities are not maintained to good hygiene standards. Staff who prepare children's meals are not food hygiene trained and meals are unhealthy.
- Toileting and hygiene arrangements are unsuitable.
- Children make insufficient progress in their learning and development because staff lack the skills to support them appropriately.

It has the following strengths

- Staff give comfort and reassurance to children who are upset when they arrive, which helps to support their emotional well-being.

- Staff follow babies' individual routines for sleep, which promotes consistency of care.

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 inspector interviewed the supervisor.
- The inspector observed the children during play and the staff's interaction with the children.
- The inspector sampled a few available documents, which included attendance register, training certificates on wall display and activity plans.
- The inspector had discussions with parents.

Inspector

Jennifer Liverpool

Full Report

Information about the setting

Busy Bunnies registered in 2006. The nursery is privately owned and operates from a church hall in the Tottenham area of the London Borough of Haringey. It is open every weekday from 8am until 6pm for 48 weeks of the year. Children have the use of two interconnected playrooms and a secure outdoor play area. They also use the large hall for organised activities.

The nursery is registered on the Early Years Register and the compulsory and voluntary parts of the Childcare Register. Currently there are eight children on roll in the early years age range. The nursery employs two members of staff, which include the manager who is also the owner. The manager has an appropriate childcare qualification to level 3 and the other member of staff is unqualified. On occasions the owner also employs staff to run the nursery in her absence.

What the setting needs to do to improve further

The provision is inadequate and Ofsted intends to take the following enforcement action:

We will issue a Welfare Requirements Notice requiring the provider to:

- train all staff to ensure the policy and procedures to safeguard children are implemented, in particular, in the event of an allegation being made against a member of staff.
- demonstrate that there are effective systems in place to ensure that staff, and any other person who is likely to have regular contact with children are suitable; this must include completing Disclosure and Barring Service checks for all adults who work with the children
- ensure that all staff receive induction training to help them understand their roles and responsibilities
- make sure there is a named deputy who is capable and qualified to take charge in the manager's absence
- ensure children are within sight and hearing of staff and always within sight or hearing
- identify aspects of the environment that need to be checked on a regular basis to assess risks, take action to remove or minimise those risks
- keep premises and equipment clean, and comply with, requirements of health and safety legislation.

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

- promote the good health of children by taking necessary steps to support children to wash their hands at routine times and to not share each other's beakers to prevent the spread of infection.
- ensure children are provided with meals that are healthy, balanced and nutritious
- make sure that staff involved in handling food, preparing and cooking meals receive training in food hygiene
- keep a written record of accidents or injuries and first aid treatment
- ensure that fire detection and control equipment are maintained and in working order
- ensure records are easily accessible and available to those who have a right or professional need to see them
- monitor the educational programme so that it has sufficient depth, breadth and challenge to reflect the needs, attitudes and interests of the children
- make sure the individual needs of each child in terms of their toileting skills are

met according to their stage of development and to promote their self-care skills.

Inspection judgements

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

The owner who is also the nursery manager has left a supervisor and another member of staff in charge in her absence who do not have sufficient knowledge of current early years practices to support the care and learning of the children. As a result of this, although children appear settled in the care of the staff they are unable to make progress in their learning. For example, children's growing independence is hindered because staff put children aged three years to sit on potties to attend to their toileting needs. This is also demeaning to children and has a negative impact on their self-esteem. Also, staff do not allow children who are able to pour their own drinking water or serve their food during meal times. This means that staff do not encourage children's personal independence that are appropriate to their level of development. Staff look at books with individual children. They let the children handle books for themselves, turn the pages and point to pictures. This supports children in developing book-handling skills. However, during group story session, staff do not point to the things they want the children to notice or help children to join in, predict or repeat familiar words. As a result, some children become bored and distract others who want to listen to the story.

Staff have limited useful information about children's individual learning and developmental needs because children's assessment records are locked in the filing cabinet. Consequently, they are not fully aware of children's understanding and abilities. As a result of this the programme of activities is not differentiated to meet the varying needs of the children present whose ages range from one year to three years old. All children regardless of their different abilities take part in the same activity. For instance, during the hand painting session staff show the younger children what to do, however, they miss opportunities to support older children's exploration of colours and their understanding of shapes and patterns. The current plans on display are not representative of children's individual learning needs and interests. Nevertheless, children enjoy playing with small world figures where they act out real life experiences, such as, travelling by train to visit family.

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

Hygiene practices within the nursery are inadequate and put children's health at risk. Staff do not promote the good health of the children because they rarely wipe tables before serving meals or between activities to reduce the spread of germs. Children's water beakers are not labelled so that they can identify and drink from their own beaker. Subsequently children drink from the nearest water beaker, which means that they are

potentially at risk of picking up a contagious illness if other children are not well. Also, staff use ovens that are heavily stained with grease marks and a microwave oven with food marks to cook and heat meals for children. Furthermore, they do not check or monitor the fridge temperature to ensure that foods are stored at an appropriate temperature to prevent it spoiling. Staff do not help the children to learn the importance of washing hands after toileting and before eating meals to reduce the spread of infection or germs. They allow children to sit at the tables straight from floor play or painting activities to eat their lunch. Children are provided with foods that are not healthy, balanced and nutritious. For example, staff offer children breakfast cereals that are high in sugar. Children eat foods that have high fat and salt content, such as, chicken nuggets, chips and pizzas on a daily basis.

Staff say that children use the outdoor play area on a regular basis to gain fresh air and take part in physical activities though this was not observed at the time of the inspection.

Staff do not ensure that children are kept safe while they are at the nursery. There are significant risks within the nursery and children are not supervised at all times to keep them safe. For example, when one member of staff is out of the nursery the other has to answer the door, leaving children out of her sight and hearing while she does so.

Children are generally happy to attend the setting; however, some children are experiencing difficulty in settling in as they do not know the temporary staff. Staff are quick to comfort children who are upset when they arrive at the setting. Staff comfort the children and give reassurance that their parents will return to collect them later. This helps to support children's emotional well-being. Staff also introduce children to activities, which the children gradually respond to. Thus helping children to begin to feel settled and secure. Most children approach staff to make requests for toys that they are not able to reach or when they need to use the potty. This shows that some children are developing confidence that they will be responded to and their requests will be appropriately met. Children's behaviour is generally good overall. Older children are beginning to play well together and learn to cooperate as they take turns to link and build a train track. The staff appropriately intervene during younger children's squabbles. They use simple explanation to support younger children to share and take turns, thus promoting their social skills. Staff follow babies individual routine for sleeping. This helps to promote continuity of care and contributes to babies' physical well-being. Although staff have a poor understanding of safety issues they generally support children to become aware of how to keep themselves safe through gentle reminders to walk and not run indoors.

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

This inspection took place because concerns were raised to Ofsted that the setting is being managed by two persons in the absence of the manager who is currently on holiday for three weeks. At the inspection two cover staff were found to be looking after the children.

The supervisor who is managing the setting in the absence of the manager does not hold a childcare qualification. In addition to this, she does not have sufficient experience and skills as required by the Early Years Foundation Stage framework to lead and manage an early years provision. The additional member of staff has an early years qualification at level 2. This means that the qualification requirements are not being met.

The inspector found that a number of the welfare requirements are not being met. Children are looked after by staff who are not aware of the roles and responsibilities required to safeguard the welfare of children and promote the learning and developmental needs for the full age range of the children. Children's well-being is compromised because the manager has locked away relevant records, which include children's address and emergency contact details. This means that in the event of an emergency, staff do not have an alternative contact number if they are not able to make contact with the children's parents. This lack of information puts children at risk. Additionally, the staff records are inaccessible and therefore it is not possible to observe the recruitment and vetting methods to ascertain whether the staff are suitable to work with children. It is evident from discussion with the staff present that the provider has failed to initiate checks through the Disclosure and Barring Service as part of checking their suitability.

Staff do not record all accidents that children encounter on the premises, as required. Staff responsible for handling food, cooking and preparing children's meals have not received training in food hygiene to help ensure that children stay healthy. As a result, unhealthy food is prepared in unhygienic conditions. The manager has not ensured that the supervisor and staff are suitably inducted so that they have an understanding and are able to implement the procedures for child protection issues, uncollected children and health and safety matters. Children are not safeguarded because the supervisor and staff lack knowledge of child protection issues and the procedures to follow if they suspect that a child is at risk of harm. There are significant risks to the children's safety within the nursery because supervisor and staff do not have sufficient understanding of potential hazards that pose a risk to children's safety. For example, toxic cleaning fluids are stored on low-level shelves that children can reach and spray into their eyes or mouth. Also, the television is placed on the edge of a table and if shaken can fall and injure a child. The outdoor play area was not in use at the time of the inspection; however, the supervisor was not able to demonstrate how she would take proper precautions to prevent accidents to children outdoors. The manager has not ensured the safety of the children and staff on the premises as fire safety equipment is not well maintained or in working order.

Staff use closed-circuit television to view who is at the door before opening it meaning that unauthorised persons cannot gain access to the premises. Also, staff check visitor's identification and keep a record of people who have recently visited the setting. At the last inspection the owner was asked to ensure that there is one person on duty at all times who holds an approved paediatric first aid certificate. The certificates on the wall-display indicate that the manager and a member of staff hold valid first aid certificates. One member of staff at inspection said she has a current first aid certificate although the inspector was unable to gain evidence of this. As the owner was not available at this inspection the inspector was unable to discuss if the previous action to improve staff interaction to promote children's learning has been addressed. The staff present were unable to demonstrate this has been met and lack knowledge and skills to respond to

children's emerging needs and interests.

The partnership with parents is developing. Staff greet parents and help them to settle their child in the setting. The staff provide parents with a daily diary that gives information about children's food intake, sleep times, nappies changes and play. This keeps parents informed of their child's routine care and experiences that their child had on that day thus helping to promote consistent care for children. Parents say that they are satisfied with the care that their children are receiving. However, the lack of information regarding their contacts details means that they could not be contacted quickly in the event of an emergency involving their child.

The Childcare Register

The requirements for the compulsory part of the Childcare Register are

**Not Met
(with
actions)**

The requirements for the voluntary part of the Childcare Register are

**Not Met
(with
actions)**

To meet the requirements of the Childcare Register the provider must:

- make sure that at least two suitable persons who have attained the age of 18 are present on the premises at all times (compulsory part of the Childcare Register)
- make sure that at least two suitable persons who have attained the age of 18 are present at all times (voluntary part of the Childcare Register)

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	EY339323
Local authority	Haringey
Inspection number	933984
Type of provision	Full-time provision
Registration category	Childcare - Non-Domestic
Age range of children	0 - 8
Total number of places	8
Number of children on roll	8
Name of provider	Soulla Theodosia Brueton
Date of previous inspection	28/06/2013
Telephone number	02083 487744

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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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