

# Caring Daycare

Park House East, Heathcote Road, CAMBERLEY, Surrey, GU15 2EU



## Inspection date

28 January 2015

Previous inspection date

9 July 2014

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Inadequate</b>	<b>4</b>
	Previous inspection:	Requires Improvement	3
How well the early years provision meets the needs of the range of children who attend		Requires improvement	3
The contribution of the early years provision to the well-being of children		Inadequate	4
The effectiveness of the leadership and management of the early years provision		Inadequate	4
The setting <b>does not meet legal requirements for early years settings</b>			

## Summary of key findings for parents

### This provision is inadequate

- Managers have failed to ensure that the requirements of Early Years Foundation Stage are met. Consequently, children are put at risk because information about their medical needs is not shared and understood by staff.
- Management fail to focus sufficiently on children's needs during supervision meetings. This means that supervision is not effective in ensuring a consistent quality of care or high quality education for all children attending.
- Staff working with babies and younger children do not focus sharply enough on children's early stages of development. Consequently, the learning environment for babies and toddlers requires improvement.
- Managers do not monitor the assessments of children's progress or the range of activities available to children sufficiently. Therefore, the quality of teaching is too variable.
- Management have failed to bring about all the required improvements since the last inspection and are not able to identify further weaknesses clearly. This hinders the settings capacity to drive further improvement quickly enough.

### It has the following strengths

- The quality of provision in the pre-school room is strong and staff provide a range of challenging experiences which help children to prepare for starting school.

## **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 promote the good health of children attending the setting by ensuring that information about children's specific medical needs are shared with all staff in order to keep children safe.

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

- provide effective staff supervision so that all staff are clear about the requirements of their roles in order to promote the interests of children and drive continuous improvement
- improve the programmes for personal social and emotional development by providing appropriate support for children to understand their feelings and behaviour and providing a homely environment for babies
- improve the key person arrangements to enable all staff to meet children's individual care needs at all times, with particular regard for settling-in arrangements and care practices
- ensure that managers monitor the educational programme effectively so that staff working with the youngest children focus strongly on the three prime areas of learning

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

- ensure that children receiving childcare are kept safe from harm.

## **Inspection activities**

- The inspector conducted joint observations with the nursery manager.
- The inspector held discussions with parents and staff.
- The inspector observed children throughout the age groups.
- The inspector held a meeting with leaders and manager.
- The inspector sampled a range of documentation, including staff records and complaints records.

## **Inspector**

Linda du Preez

## Inspection findings

### **How well the early years provision meets the needs of the range of children who attend. This requires improvement**

Although some staff are highly qualified, this is not reflected in the teaching practices throughout the nursery. Some staff, such as those working in the pre-school room, are clear about how to assess children's progress and use this information to plan a range of challenging activities. These children benefit from stimulating activities, which help them to prepare for the next stage in their learning. Staff focus on older children's interests and are flexible enough to arrange unplanned activities such as fun guessing games about each other's favourite stories. These children enjoy the challenge, concentrate and join in confidently. However, this strong practice is not in place across the nursery as a whole. Although most staff have an understanding of how children learn, the quality of teaching is not consistent enough for all children to make the best possible progress. Some of the activities in the toddler rooms are not suitable for the age of the children participating. Consequently, some children become bored and sometimes disengaged.

### **The contribution of the early years provision to the well-being of children is inadequate**

The arrangements for children with specific medical needs are inadequate. Management do not ensure they share key information effectively with staff working with children so that they are clear about how to keep children safe. This concerning breach of requirements puts children at risk of harm. Staff focus well on supporting children's physical development across all age groups. However, they fail to support younger children's personal, social and emotional development sufficiently. Although each child has a key person, the arrangements are not effective enough to ensure that all children's needs are met. Settling-in arrangements are unclear and the baby rooms do not provide a homely and comforting environment. Most staff and children have formed positive relationships, but at times, children are unsettled and cry and staff do not respond appropriately. This means that staff fail to teach children to understand or manage their own behaviour and results in some rooms becoming chaotic and unsettling for children. These oversights have an impact on children's emotional wellbeing.

### **The effectiveness of the leadership and management of the early years provision is inadequate**

Managers do not demonstrate an adequate understanding of their roles and responsibilities in meeting all legal requirements of the Early Years Foundation Stage. The failure to keep children safe from harm is also a breach of the requirements of the childcare register. Furthermore, managers do not demonstrate a clear understanding of how to identify weaknesses in order to drive improvements. Although some improvements have been made since the last inspection, other concerning weaknesses have arisen. Checks on the quality of teaching, planning and assessment are not effective in ensuring all children make good progress. Although there are arrangements in place for staff supervision and training, they are inadequate as the focus is on staffing issues rather than children's needs. This weak leadership limits potential for staff's individual professional development, which in turn affects the quality of the provision and outcomes for children.

Some parents raise concerns about children's care routines and falling standards at the nursery. Therefore, partnerships with parents are not positive enough to ensure that all children's individual needs are identified and met.

## Setting details

<b>Unique reference number</b>	EY424426
<b>Local authority</b>	Surrey
<b>Inspection number</b>	1003288
<b>Type of provision</b>	Full-time provision
<b>Registration category</b>	Childcare - Non-Domestic
<b>Age range of children</b>	0 - 5
<b>Total number of places</b>	91
<b>Number of children on roll</b>	105
<b>Name of provider</b>	Caring Daycare Limited
<b>Date of previous inspection</b>	9 July 2014
<b>Telephone number</b>	01276 675857

Caring Daycare Limited registered in 2011 and changed ownership to the Busy Bees Chain in 2014. It operates from 14 rooms in a converted residential building with an enclosed garden for outdoor play. The nursery is registered on the Early Years Register and the compulsory part of the Childcare Register. There are currently 105 children in the early years age group on roll. The nursery is open each weekday from 7.30 am to 6.30 pm all year round except for bank holidays. The nursery provides free early education for children aged two, three and four years. The nursery supports children with special educational needs and/or disabilities and those children learning English as an additional language. The nursery employs 26 members of staff to work directly with the children. Of these, two staff hold qualified teacher status, three staff hold a qualifications at level 6, ten hold qualifications at level 3 and two staff hold qualifications at level 2.

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.

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