

# African Caribbean Day Nursery

30 Hornsey Park Road, Hornsey, London, N8 0JP



## Inspection date

Previous inspection date

10 March 2015

7 July 2011

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Good	2
How well the early years provision meets the needs of the range of children who attend		Inadequate	4
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

- The provider does not understand or implement the safeguarding and welfare requirements adequately. This results in breaches of requirements, some of which also apply to the Childcare Register.
- The provider has failed to notify Ofsted about changes to the committee, to ensure that directors undergo the appropriate checks to promote children's welfare.
- Staff are not informed that they must notify the manager of anything which may affect their suitability to work with children, and are not given the chance to raise concerns about a child during supervision meetings.
- Policies and procedures regarding students, volunteers and other people on the premises are not implemented to ensure that children and others are safe.
- Staff are not deployed in a way that meets ratio and qualification requirements in order to meet the needs of children and keep them safe.
- There is no named deputy in place to take charge when the manager is absent.
- Staff do not consistently assess children's development, or always share information between key persons, to identify children's progress and next steps in learning.
- Not all of the food and drink provided is healthy and nutritious.

### It has the following strengths

- Staff give children clear guidelines about what is expected of them, so behaviour is good.

## **What the setting needs to do to improve further**

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

- train staff to understand the safeguarding policy and procedures, ensuring this is based on Local Safeguarding Children Board guidance, and keep their knowledge up to date to promote children's welfare
- ensure that staff are aware that they have the opportunity to raise any concerns about a child's well-being during supervision meetings
- develop an effective system to check staff's suitability to fulfil the requirements of their role by ensuring that staff are aware of the requirement to disclose any convictions, cautions, court orders, reprimands and warnings that may affect their suitability to work with children
- ensure that procedures relating to students and volunteers, whose suitability has not been checked, are fully effective at all times so that they are never left unsupervised with children, even for short periods of time
- take reasonable steps to ensure the safety of anyone on the premises in the case of fire or any other emergency, with particular regard to ensuring that visitors are accounted for at all times
- ensure that the needs of all children are met, and that they are kept safe, by deploying staff in a way that meets ratio and qualification requirements
- ensure that there is a named deputy in place who is qualified and competent in order to take charge in the manager's absence
- improve the effectiveness of assessment by developing staff knowledge of how to use and share observations of what children can already do to assess their progress and target the next steps needed in their learning, so that children can develop well in every area of learning
- review menus to ensure that all meals, snacks and drinks are healthy and nutritious, to promote children's good health.

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

- provide more challenging activities for older and more able children during adult-led play, to fully extend their current skills.

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

- ensure that children are safeguarded by effectively training staff to understand the written safeguarding policy and procedures, ensuring this knowledge is kept up to date (compulsory part of the Childcare Register)
- ensure that procedures are in place for any person under the age of 17 caring for children to be supervised at all times by a person who has attained the age of 18 (compulsory part of the Childcare Register)
- ensure that no individual who has not yet been confirmed as suitable to work with children has unsupervised access to a child receiving childcare (compulsory part of the Childcare Register)
- review menus to ensure that all meals, snacks and drinks are healthy and nutritious (compulsory part of the Childcare Register).
- ensure that procedures are in place for any person under the age of 17 caring for children to be supervised at all times by a person who has attained the age of 18 (voluntary part of the Childcare Register)
- ensure that no individual who has not yet been confirmed as suitable to work with children has unsupervised access to a child receiving childcare (voluntary part of the Childcare Register)

**Inspection activities**

- The inspector observed activities in the nursery and outside.
- The inspector spoke to members of staff and children at appropriate times during the inspection, and held a meeting with the manager.
- The inspector carried out a joint observation with the manager.
- The inspector took account of the views of parents spoken to on the day of the inspection.
- The inspector looked at children's records, planning documents, evidence of staff suitability and a range of policies and procedures.

**Inspector**

Vanessa Linehan

## Inspection findings

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

The provider does not promote children's learning and development adequately. Staff observe children during their play and conduct some assessments of their learning. However, these observations are not always frequent enough or of an acceptable quality. Therefore, staff do not consistently use what they know about a child to identify their next steps in learning and plan challenging activities. Information about children who change key person is not passed on. This means that children's progress from their starting point cannot be effectively monitored. Staff do not always track the progress a child makes over time in order to identify any areas where they may need more support. Staff provide a variety of resources and children generally enjoy their time at the setting. However, some activities, such as planting bulbs, lack preparation. Therefore, younger children lose interest or get frustrated, for example while they wait for soil and water. The older children are not always given the opportunity to do things by themselves, for instance to write their own name on their pots. Therefore, staff do not fully challenge their abilities.

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

The provider does not promote children's well-being adequately, due to weaknesses in leadership. The environment is welcoming and adequately resourced. Children have friendly and caring relationships with each other and with staff. They talk confidently to adults and enthusiastically volunteer to sing to their friends during circle time. There is a large outdoor area where children enjoy daily physical play. Parents share information about children's dietary needs and allergies for staff to consider when preparing food. However, children are not effectively taught about the benefits of a healthy diet because some drinks, desserts and snacks are not nutritious. Children learn to be independent and manage their own personal needs, for example by buttering their toast and laying the table for lunch.

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

The provider does not promote children's welfare and development adequately. All staff have a suitable knowledge of how to recognise the signs that may cause them to be concerned about a child, and know how to report these. However, they do not know who to contact if these concerns are not taken forward internally. The provider has not notified Ofsted about new committee members as required. Staffing arrangements are not sufficient to meet the needs of children, and ensure their safety, because unqualified staff are not adequately supervised by qualified staff to meet ratio requirements. Procedures to protect children are not always followed, for example volunteers are not sufficiently supervised to ensure they are never left alone with a child. In addition, staff do not ensure visitors sign out, or leave the premises, to contribute to children's safety.

## Setting details

<b>Unique reference number</b>	140402
<b>Local authority</b>	Haringey
<b>Inspection number</b>	836590
<b>Type of provision</b>	Full-time provision
<b>Registration category</b>	Childcare - Non-Domestic
<b>Age range of children</b>	0 - 8
<b>Total number of places</b>	24
<b>Number of children on roll</b>	31
<b>Name of provider</b>	African/Caribbean Day Nursery
<b>Date of previous inspection</b>	7 July 2011
<b>Telephone number</b>	020 8889 4222

The African Caribbean Day Nursery opened in 1992. It is situated in the London Borough of Haringey. The nursery operates five days a week, from 8am to 6pm, for 51 weeks of the year. The provider is in receipt of funding for the provision of free early education for children aged two, three and four years. There are six full-time members of staff working directly with the children and five of these hold appropriate early years qualifications at level 3 or above.

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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