

Freshfields Nursery School

Clifford Forge House, Clifford Road, Clifford Chambers, Stratford-upon-Avon,
Warwickshire, CV37 8HW



Inspection date	13 February 2015
Previous inspection date	1 May 2013

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Outstanding	1
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 does not meet legal requirements for early years settings			

Summary of key findings for parents

This provision is inadequate

- The provider does not demonstrate a secure understanding of the Early Years Foundation Stage requirements. Consequently, children's welfare, safety, learning and development are compromised. Self-evaluation has not been effective in identifying areas where improvements are required.
- Managers and leaders are not clear about their roles and responsibilities. The provider and senior staff are not effective in ensuring children's overall welfare. In addition, those with safeguarding responsibilities have not addressed areas of concern in a timely way.
- The performance management system for staff does not effectively monitor practice to ensure that children are provided with the best possible care and education. The quality of teaching is inconsistent because, on occasions, planned activities do not provide sufficient challenge to keep children motivated to learn.
- Younger children who do not need a rest or sleep time after lunch, have fewer opportunities to access activities that promote good progress in their learning. In addition, they do not always have daily opportunities to play outdoors.

It has the following strengths

- Staff are friendly and the setting has a wide variety of interesting resources that children play with. Children's interests are taken into account and they have many opportunities to make independent choices in their play.
- Staff form good relationships with parents and regularly share information with them to promote consistency of care and learning for all children, including those who speak English as an additional language or with special educational needs and/or disabilities.

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 to:

ensure that practitioners designated to take lead responsibility for safeguarding children have a good understanding of their role in order to identify, understand and respond appropriately to any possible signs of abuse or neglect

implement safeguarding policies and procedures rigorously at all times, including taking the correct action in the event of an allegation being made against a member of staff.

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

- improve the management structure to clearly identify the roles and responsibilities of the managers and senior staff, to enable effective communication that promotes the efficient running of the setting, so that children are kept safe and well
- develop the system for performance management to ensure that all staff receive regular supervisions that provide them with opportunities to evaluate their practice and support their ongoing professional development, to help children make the best possible progress
- ensure that outdoor activities are planned for younger children and undertaken on a daily basis, in order to fully promote their physical development
- ensure assessment is used effectively to accurately identify all children's next steps for learning and to inform future planning, in order to provide challenging experiences that cover all areas of learning, to support all children to reach their full potential.

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

- review arrangements during rest times so that children who are not sleeping continue to benefit from good-quality learning experiences.

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

- implement policies and procedures with regards to safeguarding children, to ensure that they are protected from abuse or neglect (compulsory part of the Childcare Register)
- implement policies and procedures with regards to safeguarding children, to ensure that they are protected from abuse or neglect (voluntary part of the Childcare Register).

Inspection activities

- We carried out this inspection as a result of a risk assessment, following information we received about this provider.
- The inspectors observed activities in all areas used by children.
- The inspectors spoke to the provider, managers, staff and children throughout the inspection and took account of the views of parents spoken to on the day.
- The inspectors checked evidence of the suitability and qualifications of staff working with the children.
- The inspectors looked at a sample of records and policies relating to children's learning, welfare, health and safety.

Inspector

Julia Galloway and Emma Daly

Inspection findings

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

Staff generally provide a range of activities to promote children's learning and development. Pre-school children enjoy an array of activities that help them to develop their mathematical and literacy skills ready for starting school. Younger children benefit from enjoyable story and singing sessions, which support their communication and language development. Staff have started to routinely assess and track children's progress. However, information from observation and assessment is not consistently used to accurately plan for children's individual learning needs. As a result, teaching is not well matched to children's needs. Not all children make good progress and some children quickly lose interest in activities. Most rooms are well presented because staff create interesting play areas and visual displays that children interact with.

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

Children's overall welfare and safety is not ensured because the provider and staff do not demonstrate secure knowledge and understanding of requirements. Although the setting has well-resourced and spacious outdoor facilities, younger children do not have daily access to outdoor play. This limits opportunities to support their physical development. In addition, during the period after lunch when most younger children rest or sleep, those who are awake are less able to play and learn because the room is darkened and they are asked to play quietly. Children benefit from having a key person who gets to know them well, which supports their emotional well-being. The key person exchanges information with parents about their child's time at the setting on a regular basis. Children's behaviour is appropriate because on most occasions they are engaged in activities that motivate them to explore and play together. Records of children's times of attendance are maintained suitably in all rooms and staff seek appropriate permission from parents prior to and after administering any medications. Daily safety checks are carried out by staff to identify any risks to children's general safety.

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

The inspection was prioritised following concerns being raised about the provider's ability to safeguard children. The inspection found that the provider does not demonstrate a secure understanding their responsibilities. Children are not effectively safeguarded. The inspection found that the provider and senior staff failed to respond appropriately when recent concerns were raised about staff practice. Although the nursery has clear policies and procedures, which are displayed in all rooms, those with safeguarding responsibilities do not demonstrate a clear understanding of their responsibilities. In addition, the provider has not consistently addressed actions with regards to safeguarding children, raised in a previous notice to improve. The provider and managers do not effectively oversee the running of the nursery. Although most staff hold childcare qualifications, senior staff have not received appropriate training and support to ensure they fulfil their supervisory roles effectively. Child-to-adult ratios are maintained, however, staff practice is

not effectively monitored because performance management for all staff has not been embedded. The recruitment procedures for new staff include obtaining a Disclosure and Barring Service check and references prior to working within the nursery. This helps to ensure that suitability is checked.

Setting details

Unique reference number	200597
Local authority	Warwickshire
Inspection number	1005256
Type of provision	
Registration category	Childcare - Non-Domestic
Age range of children	0 - 17
Total number of places	154
Number of children on roll	146
Name of provider	Freshfields Nursery Schools Ltd
Date of previous inspection	1 May 2013
Telephone number	01789 261633

Freshfields Nursery School was registered in 1998. The nursery employs 40 members of staff, of these 29 are childcare staff. Five hold appropriate early years qualifications at level 6, 18 at level 3 and five at level 2. The nursery opens from Monday to Friday for 51 weeks of the year. Sessions are from 7.30am until 6.30pm. The nursery provides funded early education for two-, three- and four-year-old children.

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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