

# Kids Inc Day Nursery

71 Cleveland Road, South Woodford, London, E18 2AE



## Inspection date

7 April 2015

Previous inspection date

9 April 2013

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Requires improvement</b>	<b>3</b>
	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		Requires improvement	3
The effectiveness of the leadership and management of the early years provision		Requires improvement	3
The setting <b>does not meet legal requirements for early years settings</b>			

## Summary of key findings for parents

### This provision requires improvement. It is not yet good because:

- Staff do not consistently use information from assessments to monitor all children's learning and development and plan activities that challenge them.
- Although there is a key person assigned to every child, staff do not always effectively build relationships with all parents, and engage and inform them about their children's learning.
- The new management team have made some improvements but they do not robustly carry out staff supervisions in order to offer support, training, improvement and build a culture of mutual respect and team work. This is due to the many staff changes at the nursery.

### It has the following strengths

- Staff establish caring and affectionate relationships with children, which promote children's well-being and emotional needs.
- Staff provide a well-resourced garden and playrooms that offer children many different play opportunities which are of interest to them.
- Staff teach children about appropriate behaviour which ensures children are well-mannered and kind to each other.

## What the setting needs to do to improve further

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

- ensure staff consistently monitor children's learning and development, and plan activities to challenge them
- develop relationships with all parents to ensure they are fully aware of their children's progress and are involved in their learning
- ensure all staff are offered regular supervision in order to foster a culture of mutual support and address their professional development needs.

### Inspection activities

- The inspector observed interactions between the staff and children inside and outside, as well as checked the premises and resources.
- The inspector observed a range of documentation that the provider maintains for children and staff.
- The inspection was carried out following the risk assessment process following concerns.
- The inspector held discussions with the providers, manager, staff, parents and children.
- The inspector undertook a joint observation with the manager.

### Inspector

Caroline Preston

## Inspection findings

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

Staff make assessments of children's progress, however these are not always consistent due to some prolonged gaps. This results in children not being sufficiently challenged in their learning. Staff suitably promote children's mathematical skills. For example, they count with children as they build small towers and construct train-sets, building their mathematical awareness. Staff encourage children to speak about their holidays as they sit still in small groups and listen to each other, building confidence and self-esteem. Children learn to recall events and express their thoughts and feelings, and talk about their home lives. Staff provide a suitable range of role play resources, such as play kitchens to promote children's pretend play and extend their vocabulary. Staff extend children's early writing by providing pens and paper in their role play area so they can make lists. This helps them to gain some necessary skills for the next stage of their learning.

### **The contribution of the early years provision to the well-being of children requires improvement**

Staff do not always embed the key-person system well, in particular by building effective relationships with all parents and sharing relevant information, which hinders children's learning. Staff teach children about the wider world by providing suitable resources. Children learn about safety as staff reinforce this through discussions of keeping safe when crossing roads. Staff provide children with a suitable range of healthy foods, snacks and drinks, thus promoting their understanding of healthy lifestyles. Staff are good role models; they are kind and respectful towards the children. Staff teach older children to manage their personal needs, for example, children attend to their own hygiene needs. They ensure younger children's physical and care needs are met adequately well.

### **The effectiveness of the leadership and management of the early years provision requires improvement**

The management team does not fully support staff through regular supervisions to help build morale and professional development. However, the new management team are addressing issues and some improvements have been made in building better relationships with parents. The use of self-evaluation means steady progress is being made by focusing on what needs to be put right. Staff establish close working partnerships with external agencies, sharing strategies to support children with special educational needs and/or disabilities to progress further. Staff know safeguarding procedures, and how to identify any concerns and report these to keep children safe. Management implements the required staff-to-child ratios and suitably follow complaints procedures to address concerns. Staff undertake regular risk assessments to remove any hazards in the environment that may harm children to ensure their safety. Management implements suitable recruitment and vetting practices so that staff are recruited appropriately.

## Setting details

<b>Unique reference number</b>	EY271884
<b>Local authority</b>	Redbridge
<b>Inspection number</b>	1010123
<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>	52
<b>Number of children on roll</b>	80
<b>Name of provider</b>	Select Enterprises (South East) Ltd.
<b>Date of previous inspection</b>	9 April 2013
<b>Telephone number</b>	0208 518 8855

Kids Inc Day Nursery registered in 2003 and is situated in South Woodford, in the London Borough of Redbridge. The nursery operates each weekday from 7.30am to 6.30pm, all-year round. The provider employs 21 members of staff, all of whom hold a relevant qualification at Levels 2, 3 and 4.

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