

Toad Hall Nursery

Edney's Hill, Wokingham, Berkshire, RG41 4DS



Inspection date

30 June 2015

Previous inspection date

1 June 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 does not meet legal requirements for early years settings			

Summary of key findings for parents

This provision is inadequate

- The nursery's management team fails to identify key weaknesses in the provision. As a result, the quality of teaching for younger children is weak.
- Recruitment procedures are inadequate. There is insufficient evidence to demonstrate that all staff working with children have been checked to ensure they are suitable to do so.
- Some staff have a poor understanding of safeguarding procedures. Consequently, they do not all have the necessary skills to take swift and appropriate action if they had concerns about a child's well-being.
- Observation, planning and assessment systems are weak and inconsistent. Staff do not plan effectively to support all children's learning or assess their progress.

It has the following strengths

- Staff make good use of the outdoor play area to promote children's development, through a variety of activities that cover all areas of learning.
- Parents receive a good range of information to keep them informed of general development issues, staffing and the range of activities their children enjoy.
- Older children make good progress in their learning and development. Staff plan a good range of challenging activities and support children well.

What the setting needs to do to improve further

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

- maintain a record of the checks that have been completed to assess staff suitability, including their qualifications, identity checks and references, as well as the number of the Disclosure and Barring Service check, the date it was undertaken and who obtained it
- make sure staff have a secure understanding of the signs and symptoms of abuse and of the procedures to follow if they have concerns about a child's welfare
- improve the procedures for continually reviewing the nursery's performance and set challenging targets, including during staff supervision, to improve the quality of teaching, and to meet the requirements of the Early Years Foundation Stage
- ensure observations and assessments are completed frequently enough to pinpoint where children need further support in their development, consider the child's interest and use this information to plan an enjoyable and challenging experience for all children.

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

- train all staff on the procedures to be followed to safeguard children from abuse or neglect (compulsory part of the Childcare Register).

Inspection activities

- The inspector conducted a joint observation with the deputy manager in the pre-school area of the nursery.
- The inspector spoke with parents to seek their views on the quality of the nursery.
- The inspector sampled a range of documentation, such as children's developmental records, staff suitability checks and qualifications.
- The inspector observed activities both indoors and outdoors and assessed the support for children's learning.
- The inspector met with the management team and the nursery owner to assess how they monitor the quality of provision within the nursery.

Inspector

Maria Conroy

Inspection findings

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

The quality of teaching within the nursery is variable. Staff know children well and they respond to them positively. However, staff do not observe children frequently enough to find out exactly what they need to do next to support all children's learning and development. Therefore, the activities for younger children do not always meet their individual developmental needs. Children have access to a broad range of resources to explore and investigate both indoors and outdoors, which supports all areas of their learning and development. Older children are provided with activities that challenge and extend their learning. Staff ask open-ended questions, which enables children to problem solve and come up with different solutions. Parents receive regular feedback on their child's care and progress. They attend reviews which enable them to find out how they can support their children's learning at home. Parents confirm staff have a good understanding of each family and provide individual support to help children settle well. The nursery has developed links with other settings children attend to ensure continuity of learning and well-being.

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

Staff do not know how to protect children or how to identify when a child may be at risk. Children form positive relationships with staff, which make them feel secure. Toys and equipment are well organised to enable children to select what they wish to play with. The nursery is clean and well-maintained. Children have regular access to outdoor play and benefit from fresh air and exercise, which promotes their good health. Children behave well. They help to tidy up the toys and share snacks and drinks with their friends. This promotes the skills they need for when they move onto school. However, the breaches in the safeguarding requirements mean that children's safety and well-being is compromised.

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

The leadership and management of the nursery are ineffective. The management team does not sufficiently monitor the quality of the staff practice in order to identify areas for future development. As a result, they fail to identify the weaknesses in teaching and learning, and are not meeting the safeguarding and welfare requirements. This also means the requirements of the Childcare Register are not met. For example, not all required records are available for inspection. This includes the checks undertaken on staff, including the Disclosure and Barring Service check. Therefore, there is no evidence to show how managers assess staff's suitability. Managers have recently introduced supervision for staff but this is not yet effective in supporting improvement in staff practice. Staff's knowledge and understanding of safeguarding procedures, and indicators of abuse, is inconsistent. Therefore, children's safety and well-being are put at risk. The nursery has addressed the area for development identified at the previous inspection.

Setting details

Unique reference number	148628
Local authority	Wokingham
Inspection number	1018193
Type of provision	Full-time provision
Registration category	Childcare - Non-Domestic
Age range of children	0 - 8
Total number of places	107
Number of children on roll	171
Name of provider	Maureen Ackroyd
Date of previous inspection	1 June 2011
Telephone number	0118 9776200

Toad Hall Nursery is privately owned and opened in January 1995. It is registered on the Early Years Register and both the compulsory and voluntary parts of the Childcare Register. The nursery opens five days a week all year round, with the exception of bank holidays and the Christmas period. It is open from 8am until 6pm. The nursery receives funding for free early education for two-, three- and four-year-olds. There are currently 30 staff who work with the children. Of these, 24 hold relevant early years qualifications and five are working towards recognised early years qualifications.

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