

# Havertots Day Nursery

The Library, Cow Lane, Wakefield, WF4 2BE



## Inspection date

15 July 2015

Previous inspection date

Not applicable

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Inadequate</b>	<b>4</b>
	Previous inspection:	Not applicable	
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's understanding of the Early Years Foundation Stage requirements is extremely poor. Recruitment and vetting procedures are not adequate to ensure children are safe and protected.
- Staffing arrangements do not ensure that requirements for having a suitably qualified manager and staff on the premises are met. The provider does not make sure staff are deployed effectively at all times to ensure children are kept safe and their needs are met.
- The key-person system is inadequate. Consequently, children's care and well-being is not supported.
- Children's well-being is compromised because the provider does not make sure there is a member of staff qualified in paediatric first aid on site at all times.
- Assessments of children's progress are not consistent. Staff do not do enough to find out what children already know and can do when they first start. Parents are not involved in assessing their children's progress and they do not all get the support they need to guide their children's learning at home.
- Planning does not target children's individual learning needs. Staff do not do enough to provide children who prefer to play and learn outdoors with a sufficiently stimulating environment.
- Action taken to tackle weaknesses in the provision is insufficient. Performance management systems are inadequate.

### It has the following strengths

- Staff encourage children to share their ideas as they play.

## **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 welfare requirements notices to:

ensure a suitably qualified and experienced individual is managing the premises at all times

ensure half of all staff, other than the manager, hold a full and relevant level 2 qualification

ensure that suitability checks are in place, including a Disclosure and Barring Service check and information on whether staff live in the same household as a person who is disqualified, for all staff working with children

ensure that people whose suitability has not been checked do not have unsupervised contact with children

ensure at least one person who has a current paediatric first-aid qualification is on the premises at all times when children are present.

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

- ensure staff are deployed so that children are adequately supervised and their needs are met at all times
- develop an effective key-person system and inform parents who the key person is for their child and what the role of the key person is
- regularly observe children to understand their level of achievement, their interests and their preferred way of learning
- ensure all parents know how children's learning and development is supported during their time in the nursery, and guide parents in how they can continue their children's learning at home
- consider the individual needs, interests and stage of development of each child and use this information to plan suitably challenging and enjoyable experiences for each child in all of the areas of learning and development
- implement appropriate arrangements for the supervision of staff to provide support, coaching and training, and develop a culture of teamwork and commitment to continuous improvement

- provide parents with a short written summary of their child's development following the completion of the progress check between the age of two and three years.

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

- ensure that staff who work with children are suitable, including obtaining an enhanced Disclosure and Barring Service check (compulsory part of the Childcare Register)
- ensure that at least one person who is caring for children has an appropriate first-aid qualification (compulsory part of the Childcare Register)
- ensure that no individual who is unsuitable to work with children has unsupervised access to a child receiving childcare (compulsory part of the Childcare Register)
- ensure that staff who work with children are suitable, including obtaining an enhanced Disclosure and Barring Service check (voluntary part of the Childcare Register)
- ensure that at least one person who is caring for children has an appropriate first-aid qualification (voluntary part of the Childcare Register)
- ensure that no individual who is unsuitable to work with children has unsupervised access to a child receiving childcare (voluntary part of the Childcare Register).

**Inspection activities**

- The inspector observed the quality of teaching during activities indoors and outdoors, and assessed the impact this has on children's learning.
- The inspector completed joint observations with the provider.
- The inspector held meetings with the provider, director and the local authority advisor. She looked at relevant documentation, such as the nursery's action plans and evidence of the suitability of staff working in the nursery.
- The inspector spoke to a small selection of parents during the inspection and took account of their views.
- The inspection was carried out following the risk assessment process after concerns were raised about the provision.

**Inspector**

Nicola Dickinson

## Inspection findings

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

Staff do not have a secure understanding of children's skills and abilities when they enter the nursery so they do not know what children can already do. Not all staff complete observations of children's progress. Some assessments are completed but these are not consistent so do not provide a clear overview of children's development. The required progress checks for children between the ages of two and three years are not completed for all children in this age group. Parents are not involved in the assessment of their children's progress. As a result, strengths and gaps in children's learning are not accurately identified. In addition, information about children's learning needs is not shared between staff. Consequently, staff do not have enough knowledge of the children they are working with to support their learning effectively. As a result, children are not on track to gain the skills they need to prepare them for future learning and the eventual move on to school. Lack of an effective key-person system means children do not receive the help they need to make good progress. Not all staff know who their key children are. In many instances, staff do not know how old the children are that they are working with. Staff do not have a good understanding of children's interests or stage of development. This means that there are no well-planned learning programmes to target children's individual learning needs. For example, the outdoor area has an inadequate range of resources and those available are not used well. To add to this, not all parents know what their children are learning while in the nursery. They do not feel they are supported to continue their children's learning at home. Despite the weaknesses in practice, children play happily most of the time. They can access age-appropriate resources inside, such as water and paint. They enjoy sharing stories with staff. Children are developing some understanding of technology. They use a range of interactive equipment. However, the significant weaknesses in teaching mean that children are not making adequate progress in their learning and development.

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

Children's care and well-being are not supported because the key-person system is not adequate. Parents do not know who their child's key person is or what their role is. The provider does not ensure that a person with a paediatric first-aid qualification is on the premises at all times. This means children's welfare is not assured if they have an accident while in the nursery's care. At times, staff deployment is not effective enough to ensure all children's needs are met or that children are supervised well. For example, the youngest children do not always receive the support they need during mealtimes to make sure they eat well. Nevertheless, the provider conducts suitable risk assessments of the premises, which means the physical environment is safe for children to play in. Children are beginning to recognise how they can keep themselves safe. Staff encourage them to identify potential hazards during their play. Staff do make sure children develop some skills that help them to be independent in their personal care. They make sure children know how and why they must wash their hands. Meals provided are healthy and nutritious.

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

The provider does not ensure there is a suitably qualified manager in the nursery at all times. In addition to this, they do not ensure there is a named deputy who is suitably qualified to fulfil the role in the manager's absence. Inadequate staffing arrangements mean the provider does not meet the requirement for staff having appropriate qualifications. The inspection also found that the provider has an extremely poor understanding of the safeguarding and welfare requirements, and the learning and development requirements. This means children are not kept safe and their learning is not promoted. The provider has not made sure that staff who are left in sole charge of children have appropriate suitability checks, including the Disclosure and Barring Service check. The provider is not aware of her responsibility for checking whether staff live with someone who is disqualified from working with children. The inspection also found that systems for monitoring staff practice are inadequate. The provider does not have enough knowledge to accurately identify strengths and weaknesses in practice. There are no systems in place to coach and mentor staff so that they improve their skills. Assessment of children's progress is not monitored. Planning of learning programmes is not reviewed to make sure they support children's development in all areas. The provider has received ongoing support from local authority advisors. However, the provider has not taken appropriate action to address all of the weaknesses in practice highlighted by them. This demonstrates a lack of commitment to improve.

## Setting details

<b>Unique reference number</b>	EY487361
<b>Local authority</b>	Wakefield
<b>Inspection number</b>	1021219
<b>Type of provision</b>	Full-time provision
<b>Registration category</b>	Childcare - Non-Domestic
<b>Age range of children</b>	0 - 17
<b>Total number of places</b>	40
<b>Number of children on roll</b>	42
<b>Name of provider</b>	Havertots Childcare Limited
<b>Date of previous inspection</b>	Not applicable
<b>Telephone number</b>	01924609221

Havertots Day Nursery was registered in 2015. The nursery employs five members of childcare staff. Of these, four hold appropriate early years qualifications at level 2 or above. The nursery opens from Monday to Friday all year round. Sessions are from 7am until 6pm. The nursery provides funded early education for two- and three-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.

Any complaints about the inspection or the report should be made following the procedures set out in the guidance 'Complaints procedure: raising concerns and making complaints about Ofsted', which is available from Ofsted's website: [www.gov.uk/government/organisations/ofsted](http://www.gov.uk/government/organisations/ofsted). If you would like Ofsted to send you a copy of the guidance, please telephone 0300 123 4234, or email [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk).

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory Support Service (Cafcass), schools, colleges, initial teacher training, work-based learning and skills training, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 4234, or email [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk).

You may copy all or parts of this document for non-commercial educational purposes, as long as you give details of the source and date of publication and do not alter the information in any way.

To receive regular email alerts about new publications, including survey reports and school inspection reports, please visit our website and go to 'Subscribe'.

Piccadilly Gate  
Store St  
Manchester  
M1 2WD

T: 0300 123 4234  
Textphone: 0161 618 8524  
E: [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk)  
W: [www.gov.uk/government/organisations/ofsted](http://www.gov.uk/government/organisations/ofsted)

© Crown copyright 2015

