

# Baildon House Nursery

31 Heaton Drive, Baildon, Shipley, West Yorkshire, BD17 5PQ



## Inspection date

Previous inspection date

31 July 2015

4 May 2012

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Inadequate</b>	<b>4</b>
	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

- Rigorous procedures are not in place to ensure that all staff who carry out care routines unsupervised have a Disclosure and Barring Service check.
- The manager has not appointed a named deputy manager. Therefore, there is no person who accepts full responsibility to take charge in the manager's absence to ensure children's needs and safety are effectively met.
- The safeguarding policy does not include the action to be taken in the event of an allegation being made against a member of staff. Therefore, staff are not fully aware of the procedures they are required to undertake.
- Staff deployment is not always carefully planned and organised to consistently ensure a qualified first aider is in the nursery at all times.
- Procedures to check visitors' identity on entry to the nursery are not in place.
- Not all records required for the safe and efficient management of the setting are easily accessible and available for inspection.
- Information gained from observations is not well understood, or used frequently or precisely enough to plan a challenging and enjoyable experience that meets children's individual needs.
- Procedures to undertake supervision of staff practice to develop and extend their knowledge are not established.
- Systems to engage parents in their child's learning have not been fully developed.

### It has the following strengths

- Children enjoy daily access to the outdoor area, which supports their well-being and health.

## **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 requiring the provider to:

obtain an enhanced Disclosure and Barring Service check for all staff; ensure that people whose suitability has not been checked do not have unsupervised access to children; ensure that at least one person who is caring for children has an appropriate first-aid qualification.

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

- ensure there is a named deputy manager to take charge in the manager's absence
- ensure the written safeguarding policy includes the full procedure to follow if allegations are made against a staff member and ensure that all staff are aware of this procedure
- ensure a procedure for checking the identity of visitors is established and implemented at all times in order to prevent unauthorised people entering the premises
- ensure all required records are easily accessible and available for inspection, in particular a record of all staff qualifications, paediatric first-aid training, Disclosure and Barring Service check reference numbers and the date the disclosure was obtained, and evidence of any complaints and outcomes
- ensure there are robust supervision arrangements that provide the staff with a clear programme of support and professional development
- ensure that assessments of learning are accurate and information is used so that each area of learning and development is implemented through planned, purposeful play
- ensure effective partnership working with parents by regularly exchanging information about children's learning and development, so that there is a shared and consistent approach to supporting children's progress and achievements.

## **Inspection activities**

- The inspector undertook a tour of the premises.
- The inspector observed children and staff during a range of activities in the indoor and outdoor areas.
- The inspector spoke to the staff and children at appropriate times during the inspection.
- The inspector conducted a joint observation with a member of staff.
- The inspector looked at a sample of policies, children's learning records and planning documentation.

## **Inspector**

Amanda Forrest

## 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 suitable understanding of the learning and development requirements. Although children play with a range of available toys, too little emphasis is placed on teaching, and learning happens by chance. Staff complete regular observations and assessments of children but they do not know how to interpret this information to develop children's next steps in learning. This means too little consideration is given to systematic and purposeful planning across the seven areas of learning. Therefore, children do not make enough progress. Partnerships with local schools have been established. However, there is a lack of a shared and consistent approach to involve all parents in children's development. This means parents are not always given detailed information about how they can support their child's learning at home.

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

Children's safety and health are not fully supported because, at times, there is no member of staff present who holds a paediatric first-aid qualification. Children develop close bonds with their key person and this promotes their emotional well-being. Staff support children well when they first start at the setting and with the move on to school. In addition, they praise children for their successes, which boosts their self-esteem. Nutritious cooked meals contribute positively to children's good health. Staff remind children to use good manners and encourage their independence through daily routines. Overall, children behave well because staff implement consistent boundaries and routines.

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

The leadership and management of the nursery are inadequate. The provider has not met a number of the requirements of the Early Years Foundation Stage. For example, there is no named deputy manager in place to take charge in her absence. Overall, staff have some awareness of the processes to follow if they have concerns about a child's welfare. However, details about the correct action to take if allegations are made against staff are not included in the written policy. Also, staff are unsure of the correct procedure to follow or where to find the relevant information. Rigorous procedures for obtaining suitability checks and ensuring that unchecked adults do not have unsupervised access to children are not in place. Therefore, on occasion unchecked staff carry out toileting and nappy changing procedures unsupervised, which is a significant risk to children's safety. Furthermore, required documentation was not available for the inspector to view, such as the staff qualifications, first-aid certificates, Disclosure and Barring Service checks and evidence of complaints and the outcomes. Access to the nursery is controlled by an intercom system and all visitors are welcomed by the staff. However, staff have no guidance on how or when to check visitors' identity when entering the nursery. This means unauthorised individuals could enter and children's safety is compromised. Staff are qualified but this knowledge is not being used well enough to promote learning. The provider meets with staff and undertakes general discussions. However, there is no

system in place for each staff member to receive supervision meetings to discuss their practice. As a result, staff are not able to address their professional development needs and the provider has been unable to monitor the quality of teaching in the nursery and address areas of weak practice.

## Setting details

<b>Unique reference number</b>	EY296430
<b>Local authority</b>	Bradford
<b>Inspection number</b>	861582
<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>	32
<b>Number of children on roll</b>	18
<b>Name of provider</b>	Linda Maria Skirrow
<b>Date of previous inspection</b>	4 May 2012
<b>Telephone number</b>	01274 532811

Baildon House Nursery was registered in 2005. The nursery employs seven members of childcare staff. Of these, six hold appropriate early years qualifications at level 3, including one with Early Years Professional status. The nursery opens from Monday to Friday all year round. Sessions are from 7.30am until 6pm. The nursery provides funded early education for two-, three- and four-year-old children.

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