

# Snowden Hill Nursery

Snowden Hill, Gravesend, DA11 9AE



## Inspection date

9 November 2015

Previous inspection date

Not applicable

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Requires improvement</b>	<b>3</b>
	Previous inspection:	Not applicable	
Effectiveness of the leadership and management		Requires improvement	3
Quality of teaching, learning and assessment		Requires improvement	3
Personal development, behaviour and welfare		Requires improvement	3
Outcomes for children		Requires improvement	3

## Summary of key findings for parents

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

- Although management ensures staff supervise children at all times, they do not use secure processes for checking the suitability of all staff and students working with children. The impact on children's safety is minimal because those who are unchecked are never left alone with the children.
- Staff are inconsistent in their approach to children's behaviour. As a result, children are not always effectively encouraged to behave well.
- Parents do not have enough opportunities to be involved in their child's learning. For example, they do not always receive information about supporting learning at home.

### It has the following strengths

- The manager monitors and tracks children's progress. She uses this information to identify areas where children may need extra support. Children are broadly making steady progress for their age.
- Generally, staff promote children's early mathematics skills. For example, they provide many opportunities to introduce mathematical language to children and to practise counting.
- Staff are attentive to children's care needs. They support their emotional and physical well-being, for example, by helping children to settle and encouraging good hygiene practices. Children enjoy their play and explore with confidence.
- The manager has appropriate systems for self-evaluation and staff are generally aware of what is working well and what needs to improve.

## What the setting needs to do to improve further

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

	<b>Due Date</b>
■ obtain Disclosure and Barring Service checks for all adults working with children in order to promote children's welfare	09/12/2015
■ provide children with clear and consistent guidance on acceptable behaviour by making sure that staff have a good understanding of the agreed strategies to support this.	09/12/2015

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

- improve approaches to engage all parents in their children's learning so they can support their children at home.

### Inspection activities

- This inspection was carried out following concerns received by Ofsted.
- The inspector spoke to members of staff and children at appropriate times throughout the day, carried out a meeting with the manager and gathered the views of parents.
- The inspector observed activities in the two indoor play areas.
- The inspector looked at documentation, including children's records, planning and assessment, staff suitability and a selection of policies and procedures, for example, safeguarding and the complaints procedure.
- The inspector carried out a joint observation with the manager.

### Inspector

Zalihe Mehmet-Emin

## Inspection findings

### **Effectiveness of the leadership and management requires improvement**

Safeguarding is effective. This inspection was triggered following concerns received by Ofsted. This inspection found that staff have an appropriate knowledge of safeguarding procedures. They know how to identify concerns and report these to the manager and to relevant agencies. The manager is knowledgeable about how to handle complaints and has appropriate reporting procedures to protect children's welfare. The manager monitors staff practice and they attend training to improve their skills. For example, staff attended training on behaviour management to improve this area of their practice. However, not all staff consistently implement agreed strategies and they are inconsistent in their approach to managing children's behaviour. Usually, management follows suitable recruitment procedures to ensure the suitability of staff. However, students on long-term work placements do not have current Disclosure and Barring Service checks. This does not significantly compromise children's safety as they are never left alone with the children.

### **Quality of teaching, learning and assessment requires improvement**

Staff use their knowledge of individual children to plan suitable activities that interest them. They use observation and assessment information to target gaps in children's learning. They are beginning to establish links with other professionals to provide children with the support they need. However, parents express that they are not fully involved so they can support children's learning at home. Staff generally promote children's communication and language development well. For example, in the baby room, staff sing songs to encourage children to join in, make sounds and repeat words. Older children take part in a variety of activities in small groups to extend their listening and speaking skills.

### **Personal development, behaviour and welfare require improvement**

Children have many opportunities to develop their awareness of differences in the community. For example, staff introduce children to different cultures and traditions through a range of resources and activities. Most staff manage children's behaviour appropriately and encourage them to take responsibility for their actions through careful explanation. However, there are times when staff are inconsistent in their approach. For example, on occasions, children drop toys and resources on the floor. Some staff gently encourage children to pick the items up while others do not manage this well, which is confusing for children.

### **Outcomes for children require improvement**

Although children are moving forward from their starting points, their progress is not yet good. Nevertheless, children develop the key skills they need so that they are ready for the next stage of their development and for school.

## Setting details

<b>Unique reference number</b>	EY484166
<b>Local authority</b>	Kent
<b>Inspection number</b>	1031040
<b>Type of provision</b>	Full-time provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Age range of children</b>	0 - 8
<b>Total number of places</b>	60
<b>Number of children on roll</b>	82
<b>Name of provider</b>	Education Limited
<b>Date of previous inspection</b>	Not applicable
<b>Telephone number</b>	01322624301

Snowden Hill Nursery, known formerly as Meadows Nursery, registered in 2014. The nursery is open from 7.30am to 6.30pm Monday to Friday. There are 12 staff; of these, one holds a qualification at level 4, six hold qualifications at level 3 and four hold qualifications at level 2.

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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