

Jo Jo's Day Care Nursery

118 Sea Street, Herne Bay, Kent, CT6 8QZ



Inspection date

23 November 2015

Previous inspection date

3 July 2015

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Outstanding	1
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Inadequate	4
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Inadequate	4

Summary of key findings for parents

This provision is inadequate

- Staff do not protect children from all potential hazards within the nursery or ensure that an adequate temperature is maintained throughout the premises.
- The provider has not ensured that confidentiality is maintained relating to information about staff.
- Systems to supervise staff and manage their performance are ineffective.
- The provider has failed to follow the safeguarding policy consistently. In addition, robust recruitment procedures have not been implemented.
- There are times when staff do not manage group times well to support children's learning. They have unrealistic expectations of children's behaviour. This hinders children's ability to concentrate and remain focused.

It has the following strengths

- The provision for children with special educational needs is effective. Children and staff have formed positive relationships, which help children to feel secure and confident.
- Provision for younger children is better. Babies receive the support and encouragement they need from staff in order to make consistent progress in their early stages of development.

What the setting needs to do to improve further

The provision is inadequate and Ofsted intends to take enforcement action

We will issue a Welfare Requirements Notice requiring the provider to:

	Due Date
■ implement the policy and procedures to safeguard children with particular regard to the action to be taken in the event of an allegation being made against a member of staff	10/12/2015
■ put robust and effective systems in place to ensure that all practitioners, and any other person who is likely to have regular contact with children, are suitable	10/12/2015
■ maintain an appropriate temperature throughout the nursery so that the premises are fit for use each day	10/12/2015
■ take all reasonable steps to ensure children are not exposed to risks, with particular regard to freestanding electrical heaters	10/12/2015
■ ensure that confidential information is only shared with those who have a right or professional need to see or hear about it	10/12/2015
■ implement robust systems for supervising and monitoring staff's performance in order to improve the quality of teaching and maintain consistent standards across the setting	10/12/2015
■ ensure that staff have reasonable expectations of children's behaviour, taking into consideration children's ages and stages of development and that they use positive strategies to support and encourage them.	10/12/2015

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

	Due Date
■ make improvements to the quality of teaching to ensure that staff fully understand how to support children's learning needs, particularly during large group activities	30/12/2015
■ implement a written record of policies and procedures to be followed for the protection of children, intended to safeguard the children being cared for from abuse or neglect	10/11/2015
■ take all necessary measures to minimise any risks to the health or safety of the children and staff.	10/12/2015

Inspection activities

- The inspection was carried out following a risk assessment conducted by Ofsted.
- The inspector took into account parents' views through discussion and by looking at records of parents' comments.
- The inspector conducted a joint observation with the deputy manager.
- The inspector observed the quality of teaching and the impact this has on children's learning.
- The inspector held discussions with the owner, deputy, staff and children.
- The inspector looked at a range of documentation, including recruitment files and children's records of progress.

Inspector

Linda du Preez

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding arrangements are not effective. The provider has failed to ensure that child protection policies and robust risk assessments are followed at all times. These oversights also mean that the Childcare Register requirements are not met. In addition, recruitment procedures have not been followed for all staff. Supervision and training arrangements are in place. However, they are not effective enough to ensure continuity in the quality of teaching. The inspector found that on one occasion the provider shared information which breached confidentiality. Leaders do not identify weaknesses in the routines that have an impact on children's learning experiences. Nevertheless, during the inspection, the provider expressed a willingness to bring about change and address the concerns raised. Parents are complimentary about how well staff know the children and keep them well-informed about activities their children enjoy.

Quality of teaching, learning and assessment is inadequate

The quality of teaching is variable. Staff provide a wide range resources, which enable children to make choices and become independent. However, staff do not sufficiently challenge and extend older children's development consistently throughout the routine. The inspector observed an activity when pre-school children were having difficulty concentrating as they had lost interest during a whole group activity. Staff failed to recognise that children were restless and that there was not enough space for them to move about and explore to meet their physical needs. Staff did not manage this well and told children that if they do not sit and listen they will make adults sad. This poor teaching does not provide positive reinforcement or encouragement to support children's learning. Babies develop their physical skills as they practise stretching, catching and rolling a ball. Staff praise and encourage them with gestures and words. This effective support motivates babies to keep trying and they are delighted when they achieve what they set out to do.

Personal development, behaviour and welfare are inadequate

Staff and children have warm relationships, which supports children's emotional development. However, children's safety is compromised because staff do not identify and manage hazards. For example, they do not identify when a freestanding electrical heater poses a risk of burning. Staff do not ensure that all areas of the premises are kept warm enough for children to play and learn. For example, the toddler room becomes extremely cold when the doors are left wide open and staff fail to ensure that children are adequately dressed. This compromises children health and wellbeing. In addition, it means that at times, staff do not ensure that they teach children about their own self-care.

Outcomes for children are inadequate

Staff gather useful information from parents about their children's interests and progress before they start attending. Although staff observe children and assess their progress, the inconsistencies in teaching and safeguarding concerns have a negative impact on the outcomes for children particularly toddlers and pre-school children.

Setting details

Unique reference number	EY452691
Local authority	Kent
Inspection number	1031605
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Age range of children	0 - 8
Total number of places	35
Number of children on roll	125
Name of provider	Jodine Margosia McCann
Date of previous inspection	3 July 2015
Telephone number	01227361377

Jo Jo's Day Care Nursery originally registered in 2008 and reregistered when it moved to new premises in 2012. It operates from converted residential premises in Herne Bay, Kent. The nursery is registered on the Early Years Register and the compulsory part of the Childcare Register. It is in receipt of funding for the provision of free early education for children aged three and four years. The nursery opens each weekday, from 8am until 6pm for 51 weeks of the year. There are 18 members of staff who work with the children. Of these, 11 hold a recognised early years qualification at level 3, one at level 2, one has a foundation degree and two others are training. There are two cooks and one administrator.

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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