

# Witty Day Nurseries

81-83 Cotmandene Crescent, St Pauls Cray, Orpington, Kent, BR5 2RA



## Inspection date

8 February 2016

Previous inspection date

Not applicable

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Not applicable	
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

- The nominated individual has a poor understanding of legal requirements and fails to fulfil the requirements of their role. There are many breaches of requirements of the Early Years Foundation Stage and Childcare Register.
- The nominated individual and some staff do not have knowledge and understanding of safeguarding policies and procedures to follow if they have any concerns.
- Minimum adult-to-child ratios are not met consistently, and staff are not deployed effectively to meet children's individual care and learning needs.
- Training, induction and monitoring of staff are poor. Management fails to ensure that staff understand their roles and responsibilities. Not all key persons fulfil their roles to promote good partnerships with parents and meet children's individual needs.
- Outcomes for children are poor overall. The quality of teaching varies. Management does not effectively monitor staff practice, the use of assessments and planning. Planned activities lack challenge and do not build on what children already know and can do. Much of the progress children make in their learning is incidental.
- Behaviour management is poor. Staff are not consistent in their approach. Children do not behave well and do not learn what is expected of them.

### It has the following strengths

- Staff promote children's independence skills, for example, children set the table and pour their own drinks.

## **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:

	<b>Due Date</b>
■ ensure the nominated individual and manager are suitable to fulfil the requirements of their role	04/03/2016
■ ensure management and staff have a secure knowledge and understanding of safeguarding matters, and their safeguarding responsibilities, including knowledge of possible signs of abuse and the procedures to follow for reporting any allegations against staff and concerns about children's welfare	26/02/2016
■ ensure that staff are deployed effectively to meet children's individual needs	26/02/2016
■ ensure sufficient staff are available to work directly with children so that the required ratios are maintained	26/02/2016
■ ensure all staff receive effective induction training to make sure they are clear about their roles and responsibilities	04/03/2016
■ support staff to undertake training and professional development so they are able to offer quality learning and development experiences for children	04/03/2016
■ monitor staff practice effectively and provide supervision, support, training and coaching to enable them to fulfil their roles	04/03/2016
■ improve the key-person system in order to ensure that care is tailored to meet children's individual needs and to develop good working partnerships with parents	04/03/2016
■ ensure staff are consistent in their approach to behaviour management to make sure children are clear about the behaviour expected of them.	26/02/2016

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

	<b>Due Date</b>
■ develop the system for assessing children's progress and use this effectively to help plan suitably challenging activities and experiences to motivate children in their learning and ensure they make progress	04/03/2016
■ ensure staff have the knowledge and skills to respond to children's needs and interests and are able to guide children's learning and development through positive engagement and interaction.	04/03/2016

## **Inspection activities**

- The inspector observed children playing in the main play areas.
- The inspector spoke with the provider and the staff at appropriate times during the inspection.
- The inspector reviewed documents, including those relating to safeguarding and children's files.

## **Inspector**

Rebecca Hurst

## Inspection findings

### Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. The nominated individual is not aware of her role and responsibility to safeguard children. She does not know what to do in the event of an allegation against a member of staff. She has not checked that all staff have sufficient understanding of possible signs that a child's welfare may be at risk and how to report concerns. Ratio requirements are not met; for example, large numbers of children of different ages are cared for by only two staff for long periods each morning. At lunchtime one experienced member of staff is taken out of ratio to prepare the children's meals. The lack of staff and poor deployment have a negative impact on children's care and learning experiences. The nominated individual does not provide suitable induction or training for staff new to their role or in need of extra support. Staff carry out appropriate risk assessments of the premises and safety hazards are minimised. Partnerships with parents are not effective. Staff do not work successfully with parents to implement nursery policies and involve them in their children's learning.

### Quality of teaching, learning and assessment is inadequate

Children's individual learning needs are not met. The use of assessment is not monitored. Some staff use observation and assessment effectively to identify children's abilities but others do not. Planned activities do not take enough account of where children are in their learning. The poor deployment of staff often means that children are cared for by less-skilled staff who do not interact well with them to engage them positively in learning.

### Personal development, behaviour and welfare are inadequate

Staff are not consistent in their approach to behaviour management. Not all staff help children to understand expected behaviour. Staff do not all respond appropriately to meet children's individual needs. For example, during a large group activity, staff failed to recognise that children had lost interest. Staff persevered with the activity even though restless children started to throw books around. Meals are prepared to take account of children's individual dietary requirements. However, children's lunchtime experiences are not enjoyable. Staff are slow in serving, and many children eat parts of the meal before they receive the rest.

### Outcomes for children are inadequate

Children do not receive enough help to build on what they already know and can do. Planned activities are not inspiring. Children are not encouraged to engage in purposeful play and many wander around, show signs of boredom, and their behaviour deteriorates. Children's actions have a negative impact on the learning experiences of others and compromise their safety. Children are not well prepared for school or their next stage of learning.

## Setting details

<b>Unique reference number</b>	EY480954
<b>Local authority</b>	Bromley
<b>Inspection number</b>	1037566
<b>Type of provision</b>	Full-time provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register, Compulsory Childcare Register
<b>Age range of children</b>	0 - 5
<b>Total number of places</b>	24
<b>Number of children on roll</b>	32
<b>Name of provider</b>	Marvel Childcare Limited
<b>Date of previous inspection</b>	Not applicable
<b>Telephone number</b>	01689343913

Witty Day Nursery registered in 2014. It is one of three nurseries run by the provider. The nursery is situated in a parade of shops in Saint Pauls Cray, Bromley. Witty Day Nursery is open from 7am to 7pm for 51 weeks of the year, closing for one week over the Christmas period. Five staff work with the children; all hold relevant early years qualifications at level 2 and above. The provider holds Early Years Professional Status.

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