

Jack In The Box Nursery

East Berkshire Health Authority, Upton Hospital, Albert Street, Slough, SL1 2BJ



Inspection date	31 August 2016
Previous inspection date	10 October 2013

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Good	2
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 provider fails to meet the requirements of the Early Years Register and the Childcare Register. Children's emotional well-being and safety are compromised.
- The provider does not ensure all staff manage young children's behaviour effectively to meet their individual needs and stage of development.
- The provider fails to ensure that all staff follow the mobile phone and camera policy, which includes challenging visitors using their mobile phones where children are playing.
- The provider does not evaluate practice to ensure staff meet their responsibilities. Not all staff benefit from effective arrangements to improve the quality of teaching.
- The provider fails to ensure that staff maintain the record of attendance accurately. Staff in some rooms do not know children well enough to value their home languages or to tailor care to meet their individual needs.
- Children in the toddler room do not make adequate progress. Staff do not make accurate assessments of some children's learning to share with parents and other professionals. Staff do not identify and plan appropriate next steps in children's learning.
- Staff fail to provide a range of challenging and enjoyable play experiences. They do not support all children's communication effectively or provide opportunities for them to use their language in their play and learning.

It has the following strengths

- Babies and pre-school age children develop effective communication skills in their play.

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
<ul style="list-style-type: none"> ■ ensure all staff follow and implement the nursery's policy and procedures to manage children's behaviour in an appropriate way, that is specific to their individual needs and supports their well-being and safety effectively 	20/09/2016
<ul style="list-style-type: none"> ■ ensure all staff implement the policy and procedure for the safe use of mobile phones and cameras in the nursery 	20/09/2016
<ul style="list-style-type: none"> ■ monitor and supervise all staff and managers effectively to ensure they receive appropriate support, coaching and training, to fulfil the requirements of their role and to meet their responsibilities to safeguard children and promote their welfare 	20/09/2016
<ul style="list-style-type: none"> ■ maintain an accurate daily record of the names of each child being cared for on the premises and their hours of attendance 	20/09/2016
<ul style="list-style-type: none"> ■ ensure that the key-person system is effective, so that staff know their key children well, including knowledge of their home languages and any concerns about their development and well-being, to ensure that each child's care is tailored to meet their individual needs 	20/09/2016
<ul style="list-style-type: none"> ■ ensure meals and snacks provided meet the special dietary requirements, preferences, food allergies and any special health requirements of each individual child 	20/09/2016
<ul style="list-style-type: none"> ■ ensure fresh drinking water is available and accessible at all times. 	20/09/2016

To meet the requirements of the early years foundation stage the provider must:

	Due Date
<ul style="list-style-type: none"> ■ ensure that staff make accurate assessments of each child's learning and identify and plan for what children need to learn next effectively, sharing this information with parents and other professionals where appropriate 	20/09/2016
<ul style="list-style-type: none"> ■ take full account of the individual interests and stage of development of each child and use this information to plan challenging and enjoyable experiences that meet their needs and cover all the areas of learning effectively 	20/09/2016
<ul style="list-style-type: none"> ■ support all children, including those with English as an additional language, to develop their speech and language and provide opportunities for them to use their home languages effectively in their play and learning. 	20/09/2016

Inspection activities

- The inspector observed children's play during indoor and outdoor activities.
- The inspector looked at samples of children's assessment folders and records, and a range of other documentation and discussed these with staff.
- The inspector spoke with staff and children at appropriate times throughout the inspection and she took account of the views of parents displayed on the provider's website.
- The inspector held meetings with the manager, deputy manager and the local authority representative.
- The inspector carried out a joint observation with the deputy manager.

Inspector
Melissa Cox

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. Staff do not consistently implement the safeguarding policy. On the day of the inspection, staff did not challenge a visitor using a mobile phone in an area of the nursery where children were playing. The managers fail to maintain the record of attendance effectively to ensure it is complete. The quality of teaching and children's progress are not monitored effectively and are inconsistent. For example, weaknesses in teaching have not been addressed in the toddler room, despite staff attending regular training. The provider does not supervise staff and managers well enough to support them to perform their roles and responsibilities effectively. Children with English as an additional language are not supported adequately and do not make good progress in readiness for school. Self-evaluation is weak and improvements are not effectively monitored. For example, staff do not use or resource the new toddler garden effectively to meet these children's needs. Staff have a suitable understanding of reporting procedures should they have a concern about a child.

Quality of teaching, learning and assessment is inadequate

Staff in the toddler room do not use what they know about children's development to provide a range of activities that is focused on supporting each child's needs. The quality of their interaction with groups of children that need the most support in their learning, such as those who are learning English as an additional language, is weak. Staff fail to extend children's learning purposefully during their chosen play. For example, the inspector observed staff in the toddler room simply resorting to quizzing children repeatedly on their knowledge of colours. They fail to support children's developing communication skills and use complex instructions that children find hard to follow. Some children wait for long periods of time to join in craft activities, due to poor planning and ineffective staff deployment. Assessments are not reflective of the children's actual stage of development, giving parents and others an inaccurate record of progress. Support for pre-school children and babies is sound. They are well supported by staff and enjoy the activities on offer.

Personal development, behaviour and welfare are inadequate

Not all staff provide emotional security for all children. Staff in the toddler room are unsure of the languages children speak at home. They do not value children's backgrounds or support children to use their home languages in their play. Not all staff know enough about each child's individual needs. For example, a child was given a meal that was not reflective of their dietary and cultural requirements, and staff did not respond effectively when children complained they were thirsty. Some staff lack the skills to manage children's behaviour appropriately. They do not follow the nursery procedures adequately when dealing with individual incidents. Staff provide children with some opportunities to develop their physical skills outside. For example, pre-school children enjoy parachute games and staff support babies well as they take their first steps. However, play in the garden area for toddlers is limited due to the timetable which restricts their time and enjoyment of the new outdoor space.

Outcomes for children are inadequate

Children in the toddler room do not make adequate progress in their learning, particularly those who speak English as an additional language. For example, they do not gain confident communication skills, learn how to develop friendships or understand how to follow instructions. This limits their preparation for the next stage in their learning. Pre-school age children develop their independence. They confidently link letters and sounds. They develop positive friendships with each other and behave well. Babies develop early language skills. However, this good start is not built upon in the toddler room, which hinders their progress.

Setting details

Unique reference number	EY460528
Local authority	Slough
Inspection number	1063412
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register
Age range of children	0 - 8
Total number of places	70
Number of children on roll	79
Name of registered person	Berkshire Healthcare NHS Foundation Trust
Registered person unique reference number	RP909253
Date of previous inspection	10 October 2013
Telephone number	01753 635 480

Jack In The Box Nursery registered in 2013. It operates from a single-storey building within the grounds of Upton Hospital in Slough. The nursery is open on Monday to Friday for 51 weeks of the year from 7.30am until 6pm. Children are able to attend for a maximum of 10 hours a day. There are 22 members of staff, 20 of whom hold appropriate childcare qualifications. These include the manager and deputy managers, who are qualified to degree level. The nursery supports a number of staff members who are training.

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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