

Welbourn Gardens Day Nursery

Welbourn House Childrens Centre, Welbourn Gardens, Ermine East, Lincolnshire,
LN2 2DD



Inspection date	12 October 2016
Previous inspection date	27 October 2015

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		Requires improvement	3
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Requires improvement	3

Summary of key findings for parents

This provision is inadequate

- Information about individual children's progress is not gathered consistently and there is no system in place to monitor the accuracy of this information, the progress of groups of children or the impact of funding such as Early Years Pupil Premium.
- Staff do not have one-to-one meetings with the manager to review the quality of their work and discuss any issues of concern.
- Records of children's existing injuries are not effectively monitored to ensure that concerns about a child's welfare are recognised and acted upon.
- There are limited opportunities for parents to become actively involved in sharing information about their child's progress and learning.

It has the following strengths

- Staff develop strong relationships with children and their parents as children settle into the nursery.
- Staff listen to children's ideas and encourage children to share and take turns with their friends.
- Children are encouraged to make good use of the indoor and outdoor environment to support their learning.

What the setting needs to do to improve further

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

	Due Date
■ ensure individual children's progress and that of groups is accurately assessed and monitored	17/11/2016
■ ensure information gathered from parents about existing injuries to children is accurately recorded and monitored for any concerns about a child's well-being	31/10/2016
■ establish a programme of supervision for staff to provide support, coaching and training and opportunities for confidential discussion of any concerns.	31/10/2016

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

- ensure that a system is in place to monitor the effectiveness of additional funding available for example the Early Years Pupil Premium
- provide opportunities for parents to become more actively involved in sharing information about their child's progress and learning.

Inspection activities

- The inspector observed the quality of teaching in both rooms of the nursery and in the outdoor play areas.
- The inspector spoke to members of staff at appropriate times during the inspection and held a meeting with the manager of the nursery and the area manager of the nursery chain.
- The inspector carried out a joint observation with the manager.
- The inspector looked at children's records, planning documentation, evidence of the suitability of staff working in the nursery and a range of other documentation, including policies and procedures.
- The inspector took account of the views of parents spoken to on the day of the inspection.

Inspector

Jude Sanders

Inspection findings

Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding are not effective. Information gathered by staff about existing injuries to children is not recorded consistently and acted upon where concerns may arise about a child's welfare. Systems in place to monitor this information are not robust and do not ensure that effective action is taken where this may be required. Staff have a sound understanding of the signs and symptoms of abuse and neglect. They are clear on the safeguarding procedures of the setting, the wider safeguarding agenda and are aware of external agencies who are able to support them in relation to child protection. Following a change in leadership at the nursery, an action plan has been developed to address areas of weakness. Prior to the new manager's appointment, no system had been put in place for staff to attend supervision or one to one meetings with the manager. As a result, areas of weakness in staff practice have not been identified or addressed and opportunities have not been made available for staff to discuss any concerns that they may have about a child's welfare or development. In addition, arrangements have not been established for children who are entitled to additional funding and the impact of this funding on children's outcomes is not monitored. Opportunities for parents to become involved in or to contribute to their children's learning are not yet embedded.

Quality of teaching, learning and assessment requires improvement

Staff gain information from parents about what children know, understand and can do when they start at the nursery. This information is used by staff to plan activities for the next steps in children's development. On-going assessment information is however inaccurate, unreliable and not effectively monitored therefore details held about children's progress are inconsistent. Although assessment information is available to parents, any concerns about a child's progress are not shared consistently and parents are not all aware of how they can contribute to their child's learning. Staff listen to children as they play and show a keen interest in children's thoughts and ideas. For example, a member of staff encouraged a group of children to talk about the animal shapes they could make using play-dough and extended their learning by making new resources available to add to the activity. Staff use the environment successfully to support teaching and encourage children to develop the skills they will need for their next stage in learning. Older children learn about counting and numbers through games and turn taking activities. Children are supported well by staff to enjoy opportunities to access all areas of learning through indoor and outdoor play.

Personal development, behaviour and welfare are inadequate

Children's safety and well-being are significantly compromised due to staff's failure to effectively monitor information gathered about children's welfare. Staff demonstrate good relationships with parents and children and welcome them warmly into the nursery. Parents are positive about the care provided by the nursery and feel that their children enjoy attending. Children's behaviour is consistently good and staff praise children for their achievements. Children wait patiently when taking part in a group activity and are supportive of their friends when they are asked if others can join in. Children are caring

with each other and display confidence and independence when accessing all areas of the nursery. For example, children help to cut up their own fruit using small knives and clear their bowls and cups away when they have finished. Children are encouraged to explore all aspects of the environment and to take risks in their physical play by balancing on a number of low blocks when accessing outside resources.

Outcomes for children require improvement

Children develop some of the skills needed to progress in the next stage of their learning. Older children display independence and demonstrate a mature approach to their self-care and choice of activities. Children's physical development is well supported and children are able to use a range of tools and resources to practise fine and gross motor skills. Outcomes for groups of children are not clear as there are no systems in place to monitor this and to act upon any gaps in attainment. When assessment information indicates that a child may be at risk of not achieving a typical level of development no effective action is taken at the setting to ensure that gaps are closed. Staff encourage children to develop their critical thinking skills through problem solving and the discussion of this with their friends.

Setting details

Unique reference number	EY330553
Local authority	Lincolnshire
Inspection number	1050776
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register
Age range of children	2 - 5
Total number of places	48
Number of children on roll	66
Name of provider	For Under Fives Limited
Date of previous inspection	27 October 2015
Telephone number	01522 244 409

Welbourn Gardens Day Nursery was registered in 2006. It is managed by For Under Fives Limited, who operate a chain of day care settings. The nursery employs 14 members of childcare staff. Of these, 11 hold early years qualifications at level 3, one at level 6 and two are unqualified. The nursery is open from 8am until 6pm, Monday to Friday all year round, with the exception of bank holidays and a week over Christmas. The nursery provides funded early education for two-, three- and four-year-old children.

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