

Kidsunlimited Nurseries - Watford

2 Printers Avenue, WATFORD, WD18 7QR



Inspection date

23 November 2016

Previous inspection date

23 January 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 failed to notify Ofsted of a significant incident at the nursery within the required timescale.
- Staff do not exchange information about children's learning with other settings that they attend and these children do not benefit from continuous support for their needs.
- The manager does not support or coach staff's teaching practice, in order to tackle underperformance.
- Assessments of children's skills are not effective. Staff do not identify the accurate next steps in children's learning or challenge their skills. Children's progress is slow.
- Teaching is poor. Children do not access opportunities to develop their skills across all areas of learning. Activities available, especially outdoors, are not interesting and challenging enough and children do not become engaged in their learning.
- Staff do not maintain an effective exchange of information with parents about children's skills and interests. Children's learning is not effectively extended between home and nursery.
- The key-person system is not always effectively implemented. Due to changes in staff, some children in the pre-school room do not have a key person to support them.

It has the following strengths

- Children learn about each other's cultures and backgrounds. They learn about different festivals together and talk about life in Britain.
- All staff are involved in completing daily risk assessments of play areas. They engage children in learning to manage their own safety as they play.

What the setting needs to do to improve further

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

	Due Date
■ develop procedures to exchange information about children's learning needs with other settings that they attend to ensure the continuous support for their learning and development	08/12/2016
■ develop procedures to supervise and monitor staff's teaching practice to ensure that teaching is tailored to children's learning needs	08/12/2016
■ complete accurate assessments of children's next steps in learning in order to identify and support their needs	08/12/2016
■ plan activities and play opportunities for children to develop their skills and interests across all areas of learning, both indoors and outdoors	08/12/2016
■ maintain a consistent two-way flow of information with parents about children's learning and development so that children can have continuous support for their needs	08/12/2016
■ assign a key person to each child when they move rooms within the nursery so that they can be better supported from the start of their time in the new room.	08/12/2016

Inspection activities

- The inspectors observed the quality of teaching during activities indoors and outdoors. They assessed the impact of educational programmes on children's learning.
- The inspectors completed a number of joint observations of activities with the nursery manager.
- The inspectors looked at children's assessments records and planning documentation, and discussed planning methods with staff.
- The inspectors held meetings with the nursery manager and regional managers. They looked at relevant documentation and evidence of the suitability of staff working in the nursery. The inspectors also discussed the nursery's self-evaluation process.
- The inspector spoke to a number of parents and took account of their views.

Inspector

Karinna Hemerling \ Michelle Baldock

Inspection findings

Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding are not effective. The manager has failed to inform Ofsted of a significant incident at the nursery, within the given timescale. Staff follow a safeguarding and child protection policy, which is in line with current legislation. They understand their roles in protecting children from harm. Staff know the steps to follow should concerns arise. The manager regularly reviews the suitability of staff. She ensures that they attend mandatory training. However, the manager does not effectively coach or supervise staff's teaching. Staff are unable to identify children's learning needs and do not challenge children sufficiently in all areas of learning. Staff work with external professionals to help children. However, they do not work with other settings that children attend, to promote a continuity of their learning. The ongoing partnership with parents to promote children's learning is not embedded. Children do not have best learning opportunities and do not achieve to their full potential.

Quality of teaching, learning and assessment is inadequate

Assessments of children's skills are ineffective. Staff do not have the necessary information about children's next steps in learning and interests. Staff caring for children of all ages lack knowledge of children's actual needs. Children freely play indoors and outdoors. They have some activities available. However, staff's teaching is poor and they have incorrect and low expectations of children. Educational programmes do not provide children with opportunities across all areas of learning. Children of all ages develop at a rate that is too slow given their starting points. This includes children who have special educational needs or disabilities, those who speak English as an additional language and those receiving funded education.

Personal development, behaviour and welfare are inadequate

Staff obtain information from parents about children's care needs and routines at home. They ensure that children's dietary requirements, allergies and medical needs are promoted and met in practice. Children are supported to settle as they move rooms within the nursery. However, in the pre-school room not all children have a key person to support their needs; this is due to staff changes. Children learn to become independent in managing their personal needs. Staff are attentive towards children emotional needs and work with parents to manage their behaviour. Children behave well. Menus are nutritious and children have drinking water available. They enjoy daily fresh air and learn to lead healthy lifestyles.

Outcomes for children are inadequate

Staff are unable to explain children's developmental needs. They also fail to promote all areas of learning. Play areas and activities available are not interesting or challenging enough. Throughout the inspection, babies, toddlers and older children preferred to play independently rather than taking part in adult-led play. This is because children are not motivated by these activities. Babies, toddlers and pre-school children play and explore age-appropriate resources. However, staff do not identify or extend children's skills, therefore, children are not well prepared for school.

Setting details

Unique reference number	EY336108
Local authority	Hertfordshire
Inspection number	1064888
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Age range of children	0 - 4
Total number of places	92
Number of children on roll	87
Name of registered person	Kidsunlimited Limited
Registered person unique reference number	RP900864
Date of previous inspection	23 January 2013
Telephone number	01923 604 887

Kidsunlimited Nurseries - Watford was registered in 2006. The nursery employs 26 members of childcare staff. Of these, 14 hold appropriate early years qualifications at level 3 or above. The nursery opens from Monday to Friday all year round. Sessions are from 7.30am until 6pm. The nursery provides funded early education for two-, three- and four-year-old children. It supports children who speak English as an additional language and children who have special educational needs or disabilities.

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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