

Inspection date

23 November 2016

Previous inspection date

19 September 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

- Children's safety and welfare are compromised. The provider does not meet the Early Years Register and the Childcare Register requirements. They have failed for almost two years to ensure that there is at least one member of staff with a current paediatric first aid qualification on the premises at all times when children are present.
- The provider does not ensure all staff have a secure, up-to-date knowledge of all safeguarding issues, and the safeguarding policy and procedures are not implemented consistently. These weaknesses place children's safety and well-being at further risk.
- The provider does not supervise staff effectively or provide support to improve their practice, raise the quality of teaching and improve outcomes for all children. This was a weakness identified at the previous inspection, which the provider has failed to address. Self-evaluation is poor and does not identify all weaknesses in practice.
- Staff do not assess the oldest children's abilities accurately to support them to make sufficient progress. Staff do not have a secure understanding of each child's individual needs and do not know if children require additional help or need greater challenge.
- Children do not have sufficient understanding of similarities and differences between themselves and others. This limits their understanding of the world.

It has the following strengths

- Some room leaders know the children well and communicate sensitively with parents, for example, when sharing their child's progress check at two years of age.

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 that there is at least one person on the premises, and available at all times when children are present, who holds a current paediatric first aid qualification | 23/12/2016 |
| <ul style="list-style-type: none"> ■ ensure all staff have a secure and up-to-date understanding of safeguarding issues that includes knowledge of how to respond to all the possible signs and symptoms that a child may be at risk of harm, and that they know how to refer concerns to the appropriate agency with statutory responsibilities without delay | 23/12/2016 |
| <ul style="list-style-type: none"> ■ establish an effective system for the supervision of staff, which provides appropriate coaching and training, to improve their knowledge, understanding and practice, and to ensure staff feel valued through mutual support and teamwork | 23/01/2017 |

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

- | | Due Date |
|---|-----------------|
| <ul style="list-style-type: none"> ■ implement effective systems to assess and monitor children's learning, and use the information gained to identify their individual needs, interests and stage of development, to plan challenging experiences for what they need to learn next in all areas of learning, particularly their understanding of the world. | 23/01/2017 |

Inspection activities

- The inspector explored the safeguarding arrangements, the security of the premises and how effectively the leaders have identified and taken steps to minimise any potential risks.
- The inspector looked at a range of documentation, including children's learning journals, assessments and staff's planning for children's activities.
- The inspector held a meeting with the provider and senior management team to discuss in detail leadership and management, staff supervision arrangements and the evaluation of the setting for quality improvement.
- The inspector spoke to a selection of staff, parents and children and took account of their views on the day of the inspection.
- The inspector observed the quality of teaching during activities, indoors and outdoors, and assessed the impact of this on children's learning.

Inspector

Nina Lambkin

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. The provider has failed to ensure that at least one member of staff with a current paediatric first aid qualification is always on site and available to respond at all times when children are present. The inspector has identified that this has been a breach of requirements at the end of every day for nearly two years. This significantly compromises children's safety and well-being. Children's welfare is placed at further risk because the provider has not ensured that all staff have a secure and up-to-date knowledge of all safeguarding issues. Some staff do not know how to respond to all the possible signs and symptoms that a child may be at risk of harm, or how to refer concerns to the appropriate agencies in a timely manner. The provider has not taken any action to address a weakness identified at the previous inspection regarding staff supervision arrangements. Staff do not receive support to improve the quality of their teaching or identify gaps in their professional knowledge to raise the standards for all children. The processes for self-evaluation have not been established. Although staff talk to parents each day about their children, they do not seek their views about the service they and their children receive. Managers and staff do not recognise when there are breaches of requirements or reflect sufficiently on their practice to identify areas for development.

Quality of teaching, learning and assessment is inadequate

Despite the majority of staff being well qualified, the quality of teaching is inadequate in most areas of the nursery. Staff obtain some information from parents on entry, but this is mainly focused only on children's care needs. They gain insufficient detail about children's prior learning to plan for their development accurately from the start. Since the previous inspection, most assessments have been inaccurate. For example, staff do not complete initial assessments quickly enough to enable them to identify purposeful next steps in learning for each child. Staff do not assess the oldest children's progress accurately to plan for their future learning. For example, children's individual development needs are not met effectively as not all staff have an accurate view of how each child learns. Staff do not link planned activities consistently to each child's learning needs. Some activities lack purpose and do not fully engage children. However, staff in the toddler room plan exciting activities to help develop young children's early shape recognition. For instance, staff asked children to hunt for the shapes around the room, then extended this to finding shapes hidden in a tray of pasta.

Personal development, behaviour and welfare are inadequate

The continued breach of first aid qualification requirements and staff's lack of understanding of safeguarding mean that children's safety and welfare cannot be assured. Staff do not do enough to support children, including those who are learning to speak English as an additional language, to understand and celebrate each other's differences. For example, staff miss opportunities to share children's home languages and cultures and do not encourage them to learn about the world beyond the nursery door. Behaviour is good; children understand the nursery rules.

Outcomes for children are inadequate

Due to weaknesses in teaching and assessment, children make inadequate progress. Planned activities do not sufficiently motivate the oldest children to learn. Children enjoy writing and copying words they see, for example, on their toys, but staff do not build on their interests effectively. Children are not well-prepared for future learning and for school. Young children make progress in their early language development, such as when they begin to say simple words.

Setting details

Unique reference number	EY306586
Local authority	Hampshire
Inspection number	1061909
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register
Age range of children	1 - 4
Total number of places	42
Number of children on roll	37
Name of registered person	Highbreeze Ltd
Registered person unique reference number	RP525194
Date of previous inspection	19 September 2013
Telephone number	01252 624332

Woodlands Nursery registered in May 2005. It operates in Church Crookham near Fleet. The nursery opens from 8am until 6pm, Monday to Friday, all year round with the exception of Christmas week and bank holidays. There are nine members of staff who work with the children. Of these, seven hold relevant childcare qualifications at level 2 and above.

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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