

Holly Cottage Day Nursery

Heathlands Road, Wokingham, Berkshire, RG40 3AP



Inspection date

29 November 2016

Previous inspection date

30 July 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

- Not all staff have a sufficient understanding of safeguarding. They do not know how to identify all signs that a child may be at risk including from extreme views and behaviours. They have a weak understanding of what to do if they have concerns.
- Children's safety, health and well-being are compromised. The leadership team does not know if the fire alarms work and is unsure how to operate these. Staff do not ensure good hygiene practice is maintained.
- The leadership team has failed to ensure that all staff have sufficient supervision and support to fulfil their roles and key-person responsibilities.
- Children do not behave well. Staff do not give consistent messages to support children's understanding of what is appropriate.
- The quality of teaching and use of assessments are poor. Staff do not plan activities to support children's learning well, and are not aware of children's interests or abilities. Children do not make enough progress.
- Staff do not complete progress checks for children aged between two and three years. Parents do not receive a written summary of their children's progress, as required.
- Self-evaluation is weak. It does not identify breaches in requirement of both the Early Years Register and the Childcare Register.

It has the following strengths

- Staff provide children with daily experiences outside for fresh air and exercise.

What the setting needs to do to improve further

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

	Due Date
<ul style="list-style-type: none"> ■ ensure all staff know how to identify possible signs that a child may be at risk of harm, including from extreme views and behaviours, and understand how to implement the nursery's safeguarding policy and procedures in the event of a concern about a child's welfare 	29/12/2016
<ul style="list-style-type: none"> ■ take reasonable steps to ensure the safety of children, staff and others on the premises in the event of a fire or emergency 	29/12/2016
<ul style="list-style-type: none"> ■ review hygiene routines to ensure necessary steps are taken to prevent the spread of infection, with particular regard to children's personal hygiene and meal times 	29/12/2016
<ul style="list-style-type: none"> ■ ensure staff receive effective support and coaching to ensure they fulfil their roles as children's key persons and to raise the quality of teaching 	29/12/2016
<ul style="list-style-type: none"> ■ ensure staff understand how to maintain and implement behaviour strategies for all children 	29/12/2016
<ul style="list-style-type: none"> ■ ensure that staff use assessment effectively to identify where children are in their learning and use the information gained to tailor activities and teaching to meet children's individual learning needs 	29/12/2016
<ul style="list-style-type: none"> ■ complete the required progress checks for children aged between two and three years and provide a written summary of children's progress to their parents. 	29/12/2016

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

- improve self-evaluation processes to identify any breaches in requirement and areas for development.

Inspection activities

- The inspectors observed activities and learning experiences available to children.
- The inspectors observed interactions between children and staff.
- The inspectors asked staff questions about their work and observed practice with the registered provider.
- The inspectors spoke to some parents about their views and opinions of the provision and considered these.
- The inspectors sampled documentation.

Inspector

Tracy Bartholomew

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. Not all staff have a suitable and up-to-date understanding of the procedures to follow in the event of a safeguarding concern. Although some training has been cascaded to the staff, some of them are not aware of all of the signs of children being at risk. This does not assure children's safety. In addition, managers do not take positive steps to ensure children's safety in case of fire or emergency. They do not know if the fire alarms are in working order. A new management team has recently taken over the leadership of the nursery. Although it has identified some of the weaknesses in the provision, it has not yet been able to make significant changes or to meet all of the recommendations set at the last inspection. For example, not all staff have had appraisals and the majority of staff have not had any support or coaching to improve their teaching skills and understanding of their roles.

Quality of teaching, learning and assessment is inadequate

Staff do not know the children well enough to support their learning and development. They do not make good use of observations to identify gaps in children's learning and to plan for their individual learning needs. This, along with a lack of cohort tracking by the management team, means it is difficult to assess how children are progressing in the nursery. In addition, staff do not complete progress checks for children aged two years and share a written summary with parents to involve them in their children's education. This does not support those younger children who may have unidentified gaps in their learning. The majority of staff are well qualified but some of their teaching practice is poor, which has a negative impact on children's progression. For example, staff added to children's creative work in the baby room and older children had no freedom of choice to create their own artwork. Staff do not consistently interact with children appropriately. For example, sometimes they do not give older children time to think and respond to questions.

Personal development, behaviour and welfare are inadequate

Weaknesses in safeguarding mean that children's safety is compromised. Staff fail to protect children's health and well-being. They do not help children to follow simple hygiene routines. For example, children played and ate while mucus was constantly pouring from their noses. Children's health was also put at risk when staff gave children cutlery and dummies that had been on the floor and had not been washed. The nursery has a key-worker system in place, although this is not fully effective and not all parents are aware of who their child's key worker is. Key persons do not meet all children's emotional needs. For example, younger children were seen crying and tugging on staff's clothing for attention but did not get a response. Staff do not manage children's behaviour well. For example, in the baby room staff ignored children throwing bricks and in the other rooms children ran around and snatched toys from each other.

Outcomes for children are inadequate

Children do not make enough progress. At the inspection, younger children wandered aimlessly with little support from staff and older children were not motivated to join in

with group activities. Instead they started to roll around on the floor and their behaviour deteriorated. Children are not well prepared for their next stage in learning and development including school.

Setting details

Unique reference number	148607
Local authority	Wokingham
Inspection number	1061520
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 - 5
Total number of places	115
Number of children on roll	90
Name of registered person	Holly Cottage Day Nursery Ltd
Registered person unique reference number	RP525763
Date of previous inspection	30 July 2013
Telephone number	01344 761264 mob 07901 853868

Holly Cottage Day Nursery registered in 1998 and is privately owned. The nursery is located on the outskirts of Wokingham, Berkshire. The nursery opens five days a week throughout the year. Sessions run from 8am until 6pm on Monday to Thursday, and 8am until 5.50pm on Friday. The nursery offers funding to provide free early years education to children aged two, three and four years. The nursery employs 24 members of staff to work with the children. Of these, 18 staff hold recognised early years qualifications including four members of staff with a level 6 qualification.

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