

Fordfield House Nursery & After School Club

Fordfield Road, Millbrook, Bedford, Bedfordshire, MK45 2HZ



Inspection date

11 May 2017

Previous inspection date

15 January 2015

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Requires improvement	3
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Requires improvement	3
Outcomes for children		Good	2

Summary of key findings for parents

This provision requires improvement. It is not yet good because:

- Staff qualifications have not always been suitably checked. Although some staff have received basic training, their qualification is not recognised as full and relevant at level 3. Therefore, at times, there are not enough suitably qualified staff to care for babies at the nursery.
- The records of children's attendance are incomplete, inconsistent and inaccurate. As a result, there is not a reliable daily record of the names of children, their hours of attendance and their key person to demonstrate that required ratios are consistently met.
- Senior staff do not demonstrate a good understanding of the statutory requirements for the number of qualified staff to young children. Young children sometimes move between rooms and there are not enough suitably qualified staff to care for them.

It has the following strengths

- Despite the weaknesses in the organisation of staff, children are making good progress in their learning and development. The staff who care for them know them well and provide them with interesting and varied activities.
- There are effective settling-in arrangements in place. Parents are encouraged to meet with their child's key person and they build strong relationships with families. Parents share photographs of important family events, such as moving home and staff speak to children about these. Parents take an active role in children's learning.

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
■ ensure that staff are suitably qualified to undertake their given roles	01/06/2017
■ maintain an accurate record of the names of children being cared for, their hours of attendance and the name of each child's key person	01/06/2017
■ ensure that staffing arrangements always provide children with suitably qualified staff to care for them and meet their learning needs.	01/06/2017

Inspection activities

- This inspection was prioritised after a risk assessment process.
- The inspector and co-inspector observed children's learning activities indoors and outdoors and assessed the impact this has on their learning. The inspectors spoke to staff, parents and children.
- The inspectors carried out a joint observation with the manager. A meeting was held with the manager.
- The inspectors looked at a range of documentation, such as evidence of the suitability of staff, children's learning records, registers and staff records.

Inspector

Hayley Marshall-Gowen

Inspection findings

Effectiveness of the leadership and management requires improvement

Arrangements for safeguarding are effective. Staff know the signs and symptoms that children are at risk of harm. They know the correct procedure for passing on any such concerns to the Local Safeguarding Children Board. There is a secure entry system at the nursery. Visitor's identity is checked and staff carry out risk assessments and take suitable action when required to keep children safe. Required records are not always maintained well. The daily register is not completed suitably. The manager is unable to demonstrate that correct adult-to-children ratios are maintained at all times. Furthermore, because staff qualifications are not suitably checked and verified, the required number of qualified staff are not always deployed in the baby room. The manager's lack of understanding of requirements means that when young children move between rooms, there are not sufficient qualified staff in place to care for them at all times. Staff evaluate their work, but the weaknesses have a negative impact on the quality of provision.

Quality of teaching, learning and assessment is good

Children learn in a variety of different ways. There are interesting themes for children, such as studying the work of famous artists, making dreamcatchers and building dens. Children are animated as they play and take full control of their learning, staff support them well in making choices. Staff know when to allow children to explore and discover. They use effective observations and assessments of children's development to identify their next steps in learning and help them to make good progress. Children go on adventures with staff as they collect items, such as catkins and sticks to use for painting and making marks. They learn about nature as they pick fruits from the edible hedgerow and work in the allotment. Children's development of physical skills is particularly strong. Swimming and tennis lessons help them to understand about how their bodies work.

Personal development, behaviour and welfare require improvement

Young children wake from sleeping and cuddle up with their key person. The weakness in staffing affects children's well-being as the staff who care for them do not always know how to meet their needs. However, staff are kind and caring and children are confident and articulate in expressing themselves. They enjoy sociable mealtimes and have plenty of fresh air and exercise. Well-planned activities help children to gain an awareness of others. Older children learn about children who live in different countries and explore the foods they eat, the animals they keep and the homes they live in. Children behave well.

Outcomes for children are good

Children make good progress from their initial starting points. Older children develop the skills that they need to be ready for moving on to school. Children talk to each other and know that staff listen to them and their ideas.

Setting details

Unique reference number	219075
Local authority	Central Bedfordshire
Inspection number	1098077
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	90
Number of children on roll	96
Name of registered person	Fordfield House Nursery Ltd
Registered person unique reference number	RP523247
Date of previous inspection	15 January 2015
Telephone number	01525 405 524

Fordfield House Nursery registered in 1988. The nursery employs 15 members of childcare staff. Of these, 13 hold appropriate early years qualifications at level 2 and above. The nursery opens from Monday to Friday all year round. Sessions are from 8am to 6pm. The nursery provides funded early education for three- and four-year-old children.

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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