

Brighter Futures Nursery

At Sunshine Childrens Centre, Bluebell Close, Malvern, Worcestershire, WR14 3SW



Inspection date

16 June 2017

Previous inspection date

7 May 2015

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Outstanding	1
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 does not ensure all staff understand the safeguarding and welfare requirements, which compromises children's welfare. These are also breaches of the Childcare Register requirements. Staff cannot identify the signs that may indicate a child is at risk of harm and do not know how to report any concerns to keep them safe.
- Staff do not record all accidents. They do not inform some parents about accidents sustained by their children, as required.
- Staff put children at risk because they do not monitor the entrance to the nursery to ensure that unauthorised persons do not enter the premises.
- The provider does not ensure the key-person system is effective. She does not deploy staff efficiently to help parents and children build close relationships with their key person. Children become upset when their key person is unavailable to meet their needs.
- Staff do not use their observations or take into account when planning activities what children know and can do. Some activities lack challenge and do not engage or motivate children to learn. Children do not make adequate progress.
- The provider does not support staff adequately. She does not provide supervision, coaching or training to help staff improve their knowledge and teaching skills.

It has the following strengths

- Staff in the pre-school room support children who speak English as an additional language well. All children make progress in their communication and language skills.

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 all staff have an up-to-date knowledge of safeguarding issues to enable them to identify any concerns for children's welfare at the earliest opportunity	16/07/2017
■ record all accidents and injuries sustained by children and first-aid treatment in writing and share with parents on the same day, or as soon possible afterwards	16/06/2017
■ implement effective procedures to prevent unauthorised persons from entering the premises	16/06/2017
■ improve the deployment of key persons to ensure that staff are able to build close relationships with their key children and work in partnership with parents to provide children with the consistent care they need	16/07/2017
■ use each child's next steps in learning to plan challenging activities to help all children make good progress in their development	16/07/2017
■ support, coach and train all staff to help them fulfil their roles effectively and offer quality care, learning and development experiences for children at all times.	16/07/2017

Inspection activities

- The inspector observed the quality of teaching during activities indoors and outdoors and assessed the impact this has on the children's learning.
- The inspector completed a joint observation with the acting deputy manager.
- The inspector held discussions with the provider, acting deputy manager and staff. She looked at relevant documentation, such as evidence of the suitability of staff working in the nursery.
- The inspector spoke to parents during the inspection and took account of their views.

Inspector

Amanda Tompkin

Inspection findings

Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding are not effective. The provider does not ensure all staff have received training in order for them to understand procedures for safeguarding children. For example, staff are not aware of the Prevent Duty guidance to help them recognise when children are at risk of developing extreme views which could put them at risk of significant harm. In addition, the provider does not carry out effective risk assessments to keep children safe. For example, she does not ensure staff monitor the reception area and persons enter the premises without staff knowing. The provider and staff significantly compromise children's welfare and safety. The provider has identified some training needs for staff, such as statutory first aid. There are sufficient first-aid trained staff to deal with minor accidents. However, the provider has not established support for staff's ongoing development to ensure they are well prepared and understand all aspects of their role and responsibilities. The provider follows suitable recruitment procedures and carries out checks to ensure the suitability of staff. She deploys staff to maintain the required adult-to-child ratios and ensures the correct number of qualified staff work with children.

Quality of teaching, learning and assessment is inadequate

Staff do not plan good-quality activities and experiences that meet children's individual needs. Staff do not use their observations and assessments of children's progress to inform the planning of activities. Staff use limited information to help children build on what they already know and can do. Children do not make adequate progress in their development. Some children do not want to join in with activities or become distracted and bored. For example, staff plan an activity for children to learn how to sort and match colours but it was too easy for most children and they wandered away to play elsewhere. Staff have made some links with the schools children will move on to and they share information to help ease children's move to school.

Personal development, behaviour and welfare are inadequate

Staff do not record all accidents children have. Some staff witness and tend to the child but do not record what happened or share this with parents. Staff compromise children's health. The provider does not deploy children's key persons well. For example, sometimes key persons work in other rooms and do not share relevant information with other staff to help support their key children's emotional well-being. Some children fail to form positive relationships and secure attachments with their key person and other staff. In addition, key persons do not build positive relationships with parents. However, staff do gain parents' permission to administer medication, as required. They protect children from the sun during warm weather and help children to follow good hygiene practice. Staff use appropriate strategies to manage children's behaviour. They encourage older children to resolve conflicts and remind all children to share, take turns and to be kind.

Outcomes for children are inadequate

Children do not engage in the activities. They become bored and do not concentrate. Children, including those who receive funded education, make inadequate progress and do

not learn sufficient skills to prepare them for future learning, including moving on to school. However, children are learning to become more independent and take care of their personal care. They like to choose what they want to play with.

Setting details

Unique reference number	EY422213
Local authority	Worcestershire
Inspection number	1100199
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	60
Number of children on roll	100
Name of registered person	Brighter Futures UK Ltd
Registered person unique reference number	RP527482
Date of previous inspection	7 May 2015
Telephone number	07919357895

Brighter Futures Nursery registered in 2011 and operates from Sunshine Children's Centre in Great Malvern. The setting opens Monday to Friday, all year round, from 8am to 6pm. The nursery employs 12 members of childcare staff. One member of staff is qualified to level 5, one member of staff is qualified to level 4 and 6 staff hold appropriate early years qualifications at level 3.

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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