

# Kiddy Care Nursery

Grace Church, The Acorn Centre 2b Ashgrove Road, Ilford, Essex, IG3 9XE



## Inspection date

Previous inspection date

28 November 2017

Not applicable

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Inadequate</b>	<b>4</b>
	Previous inspection:	Not applicable	
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Requires improvement	3
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Requires improvement	3

## Summary of key findings for parents

### This provision is inadequate

- The provider, who is also the manager and the designated safeguarding officer, does not have a thorough knowledge and understanding of safeguarding policy and procedures. She is unaware of the correct action to take when an allegation is made against a member of staff.
- Some staff do not have sufficient knowledge of child protection matters. Some do not understand the indicators that a child may be at risk of harm and/or exposed to extreme views. Some staff do not know or understand the procedures relating to allegations against other staff members.
- The recruitment procedures do not ensure all adults employed are suitable to work with children. Staff are not vigilant enough to keep children safe at all times.
- The key person arrangements are not effective. They do not meet the children's individual needs. Key persons do not maintain effective two-way communication with parents to maintain consistency of care and learning.
- Some staff do not ensure children receive clear messages about acceptable behaviour. The nursery's behaviour management policy does not reflect the behaviour management methods used in practice. This means parents do not know the strategies the nursery is using.
- The management is weak. The manager does not act promptly to offer effective coaching and support to staff to help them improve the quality of their teaching.
- The quality of teaching is variable. Some staff do not know how to observe and assess children's learning effectively. Children do not always receive timely support.

### It has the following strengths

- Children enjoy healthy food and opportunities to freely play indoors and outside.

## 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:

	<b>Due Date</b>
<ul style="list-style-type: none"> <li>■ ensure that the provider, who is also a lead practitioner for safeguarding, understands and effectively implements the safeguarding policy and procedures, with particular regard to what action to take when an allegation is made against a member of staff</li> </ul>	28/12/2017
<ul style="list-style-type: none"> <li>■ ensure that all staff are able to demonstrate a good knowledge and understanding of all safeguarding policy and procedures, including identifying and reporting any child protection concerns, risks to children from exposure to extreme views and allegations against staff</li> </ul>	28/12/2017
<ul style="list-style-type: none"> <li>■ ensure recruitment procedures are robust so that every person working directly with children has their suitability checked appropriately</li> </ul>	28/12/2017
<ul style="list-style-type: none"> <li>■ ensure staff are consistently vigilant in order to maintain children's health and safety at all times</li> </ul>	28/12/2017
<ul style="list-style-type: none"> <li>■ implement effective key-person arrangements to ensure each child's key person is able to meet their individual needs and provide effective two-way communication with parents</li> </ul>	28/12/2017
<ul style="list-style-type: none"> <li>■ ensure the nursery's behaviour management policy reflects the behaviour management methods used and is shared with parents</li> </ul>	28/12/2017
<ul style="list-style-type: none"> <li>■ ensure all staff manage children's behaviour consistently and appropriately to ensure children receive clear messages about what behaviours are not acceptable and why</li> </ul>	28/12/2017
<ul style="list-style-type: none"> <li>■ implement effective supervision, coaching and support for staff and monitor staff performance to ensure practice improves rapidly</li> </ul>	28/12/2017
<ul style="list-style-type: none"> <li>■ ensure that all staff have a good knowledge and understanding of how to observe and assess children and use this information to identify appropriate next steps and promptly involve other professionals, if needed, to help all children make good or better progress</li> </ul>	28/12/2017
<ul style="list-style-type: none"> <li>■ improve the quality of teaching to ensure that all staff are able to skilfully engage children in meaningful conversations and purposeful play.</li> </ul>	28/12/2017

## **Inspection activities**

- The inspection was carried out following the risk assessment process.
- The inspector spoke with the provider/manager, some children, parents and staff throughout the inspection.
- The inspector sampled a range of documents available, including those relating to the premises, staff suitability and safeguarding.
- The inspector observed activities and daily routines, indoors and outside.
- The inspector carried out a joint observation with the provider/manager.

## **Inspector**

Nataliia Moroz

## Inspection findings

### **Effectiveness of the leadership and management is inadequate**

The provider, who is also the manager, does not meet all requirements for the early years foundation stage and the relevant Childcare Register. Safeguarding is ineffective. The manager does not ensure all staff have sufficient knowledge of the signs that a child might be at risk or what actions to take should a child be in need of protection. As the designated safeguarding officer, the manager does not know the correct procedures to follow if an allegation was made against a member of staff. These weaknesses compromise children's welfare. Although all staff undertake the required Disclosure and Barring Service check, the manager does not follow other recruitment procedures thoroughly to ensure all adults employed are suitable to work with children. The management team does not monitor the quality of practice effectively to identify breaches in requirements and drive improvement. Although supervision arrangements are in place, the manager does not identify the variations in staff's teaching skills. She does not monitor their use of observations and assessments sufficiently to ensure all children make expected progress. Self-evaluation is weak. The management team has failed to identify and address all current weaknesses and breaches in the requirements. Parents provide positive feedback about the nursery.

### **Quality of teaching, learning and assessment requires improvement**

Overall, the manager and staff deliver a suitable range of interesting activities, indoors and outside, which children enjoy. However, the quality of teaching is not consistently good. Children learn to think for themselves and develop their memory. For example, they enjoy taking part in memory games and guess what object is missing. However, some staff miss opportunities to effectively engage with children to meet their different needs and abilities. For example, some staff do not encourage younger or quieter children to engage in conversations during activities and some staff do not know how to use effective questioning to extend children's learning.

### **Personal development, behaviour and welfare are inadequate**

Children's welfare is compromised due to the weaknesses in safeguarding. Moreover, staff are not vigilant enough to keep children safe and healthy. For example, during the inspection, staff did not see when a child hit another child with a toy. They did not notice that some children were drinking water from each other's bottles. This does not support children's health and spreads cross-infection. However, staff and the manager took appropriate action as soon as they became aware of such incidents. Although a key person system is in place, it is not fully effective yet. For example, some staff do not pay attention to their key children's individual needs, particularly those children that are new to the setting. Information is not shared routinely with parents to support children's development. However, staff do gather information about babies' care routines from the parents and share this with each other. Staff's management of children's behaviour is variable. They do not always explain to the children why some behaviours are not acceptable and the consequences of such behaviours. Moreover, the strategies used are not reflected in the nursery's policy that is shared with parents. This means that parents are not aware of behaviour management strategies used in the nursery.

### **Outcomes for children require improvement**

Overall, children gain skills needed for their next steps and eventual move to school. For example, older children learn how to recognise and write their names, letters and numbers. Children learn how to concentrate and become independent. However, outcomes for all children are not consistently good. For example, staff do not act promptly enough to gain help and support from other agencies when gaps in children's learning and development are identified.

## Setting details

<b>Unique reference number</b>	EY537124
<b>Local authority</b>	Redbridge
<b>Inspection number</b>	1116003
<b>Type of provision</b>	Full-time provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register, Compulsory Childcare Register
<b>Age range of children</b>	0 - 4
<b>Total number of places</b>	35
<b>Number of children on roll</b>	20
<b>Name of registered person</b>	Kiddy Care Nursery Ltd
<b>Registered person unique reference number</b>	RP537123
<b>Date of previous inspection</b>	Not applicable
<b>Telephone number</b>	07730040813

Kiddy Care Nursery registered in 2016. It is located in Ilford, in the London Borough of Redbridge. The nursery operates each weekday, Monday to Friday, from 8am to 6pm for 51 weeks of the year. The provider employs four members of staff, two of whom hold relevant childcare qualifications at level 2 or 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.

Any complaints about the inspection or the report should be made following the procedures set out in the guidance 'Complaints procedure: raising concerns and making complaints about Ofsted', which is available from Ofsted's website: [www.gov.uk/government/organisations/ofsted](http://www.gov.uk/government/organisations/ofsted). If you would like Ofsted to send you a copy of the guidance, please telephone 0300 123 4234, or email [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk).

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory Support Service (Cafcass), schools, colleges, initial teacher training, work-based learning and skills training, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 4234, or email [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk).

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit [www.nationalarchives.gov.uk/doc/open-government-licence/](http://www.nationalarchives.gov.uk/doc/open-government-licence/), write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: [psi@nationalarchives.gsi.gov.uk](mailto:psi@nationalarchives.gsi.gov.uk).

This publication is available at [www.ofsted.gov.uk/resources/120354](http://www.ofsted.gov.uk/resources/120354).

Interested in our work? You can subscribe to our website for news, information and updates at [www.ofsted.gov.uk/user](http://www.ofsted.gov.uk/user).

Piccadilly Gate  
Store St  
Manchester  
M1 2WD

T: 0300 123 4234  
Textphone: 0161 618 8524  
E: [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk)  
W: [www.gov.uk/government/organisations/ofsted](http://www.gov.uk/government/organisations/ofsted)

© Crown copyright 2017

