

# Cherry Tree Bi-Lingual day Nursery and Pre- School/School Club

15 Horselers, HEMEL HEMPSTEAD, Hertfordshire, HP3 9UH



## Inspection date

Previous inspection date

28 November 2017

4 April 2017

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Requires Improvement	3
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

- Practice has not improved since the last inspection. There are a number of breaches in the legal requirements that have a significant impact on children's welfare, learning and development.
- Staffing arrangements do not meet the needs of the children, and staff fail to maintain accurate records of the children's arrival times.
- The quality of teaching, including the planning of activities is poor across the nursery. As a result, children do not make sufficient progress in their learning and development.
- Staff fail to consistently manage children's behaviour appropriately. Consequently, children do not understand what is expected of them.
- Supervision meetings remain ineffective. This is despite this being raised as a recommendation at the last inspection.

### It has the following strengths

- Children are provided with an appropriate range of meals and snacks, and enjoy opportunities to play in the fresh air.

## 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

- |   |            |
|---|------------|
| ■ ensure staffing arrangements and deployment of staff meet the needs of all children   | 06/02/2018 |
| ■ ensure a daily record of the names of the children being cared for on the premises, including their hours of attendance is maintained                         | 06/02/2018 |
| ■ ensure the key person system is used effectively to promote the welfare and development of all children   | 06/02/2018 |
| ■ ensure children's behaviour is managed appropriately  | 06/02/2018 |
| ■ implement regular and effective arrangements for the supervision of staff, identifying performance issues and providing appropriate training to address them. | 06/02/2018 |

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

#### Due Date

- |   |            |
|---|------------|
| ■ improve the quality of teaching and the planning of activities to ensure all children are consistently engaged in challenging, purposeful play. | 06/02/2018 |
|---|------------|

## Inspection activities

- The inspectors observed the quality of teaching indoors and outdoors, and assessed the impact this has on children's learning.
- One inspector completed a joint observation with the nursery manager.
- The inspectors held a meeting with the nursery manager. They looked at relevant documentation and evidence of the suitability of staff working in the nursery.
- The inspectors spoke to a small selection of parents during the inspection and took account of their views.

## Inspectors

Ann Austen / Michelle Giles

## **Inspection findings**

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

The arrangements for safeguarding children are ineffective. The provider has failed to make sufficient progress since the last inspection to improve the overall quality of the provision. Management does not demonstrate the capacity to improve and any improvement made is not consistently sustained. For example, staff do not always record the arrival times of the children in their care despite a legal notice raised about this. This compromises children's safety in the event of an emergency evacuation of the nursery building. Self-evaluation is weak and ineffective. As a result, management is unable to accurately identify and target areas for improvement and ensure requirements are met. This is despite receiving previous recommendations from Ofsted. Appropriate suitability checks are made on adults and staff working at the provision. Staff have a suitable understanding of how to recognise and respond to child protection concerns. The premises, including the outdoor area are secure. Staff turnover is high and a significant number of staff have recently started to work at the nursery. As a result, staff do not know the children well. Some members of staff hold appropriate early years qualifications. However, this is having minimum impact on the overall quality of teaching. The manager is failing to support and coach staff to improve the quality of their teaching, and the planning of activities. They do not provide good quality supervisions.

### **Quality of teaching, learning and assessment is inadequate**

The quality of teaching across the nursery is poor and children do not make good progress. Staff fail to make regular observations and assessments of the children. Staff do not know the children well. As a result, they are unable to effectively plan next steps to support children's individual developmental needs or help them to address any gaps in their learning in a timely manner. Staff fail to stimulate and engage the children's interests and enjoyment, and any planned activities do not always take place due to poor staffing arrangements. On occasions, staff show a lack of enthusiasm and their interactions with the children become minimal. During outdoor play staff show limited engagement with the children unless they are telling the children not to do something. For example, when children persistently climb on the small benches, staff continually ask children not to do this but do not consider or offer alternative physical activities based on the children's interest in climbing.

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

The key person system is not consistently applied. As a result, children are cared for by staff who do not know them well. Staff are frequently moved between rooms to meet ratio requirements rather than the children's needs. This compromises continuity in the children's care and does not effectively support their emotional security. The organisation of the rooms is, at times, chaotic. The staff are not always sensitive to the children's needs if they are upset. Children's behaviour is not managed effectively. Staff fail to be vigilant and notice children's inappropriate behaviours. This includes, children standing on chairs, attempting to climb a closed gate leading to the toilet and arguing over toys and aprons. Younger children are not always adequately supervised in the toilet. Staff fail to notice several children playing in the toilet cubicle with the door closed. This results in the

children putting their hands into the toilet bowl. This comprises children's safety and well-being.

### **Outcomes for children are inadequate**

Overall, children, including those who speak English as an additional language, are not effectively supported to make progress in relation to their starting points. The quality of teaching and the planning of challenging activities is weak. As a result, children lack motivation and are not effectively supported to develop the key skills they need for the next stage in their learning, including their eventual move to school. Breaches of the statutory requirements have a significant impact on the arrangements to support the learning and development of children.

## Setting details

<b>Unique reference number</b>	EY405834
<b>Local authority</b>	Hertfordshire
<b>Inspection number</b>	1118024
<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, Voluntary Childcare Register
<b>Age range of children</b>	0 - 5
<b>Total number of places</b>	33
<b>Number of children on roll</b>	55
<b>Name of registered person</b>	Pastor Albeiro Ocampo Montoya and Dalia Ros Partnership
<b>Registered person unique reference number</b>	RP903499
<b>Date of previous inspection</b>	4 April 2017
<b>Telephone number</b>	01442 247237

Cherry Tree Bi-Lingual day Nursery and Pre-School/School Club was registered in 2010. The nursery employs 13 members of childcare staff. Of these, eight hold appropriate early years qualifications at level 2 or above, including one with qualified teacher status. The nursery opens from Monday to Friday all year round. Sessions are from 7am until 7pm. The nursery provides funded early education for two-, three- and four-year-old children and supports children who speak English as an additional language.

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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