

Pangbourne Day Nursery

Pangbourne Day Nursery, 21d, Reading Road, Reading, Berkshire, RG8 7LR



Inspection date

Previous inspection date

9 January 2018

Not applicable

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Not applicable	
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Good	2

Summary of key findings for parents

This provision is inadequate

- The provider does not monitor and evaluate the provision effectively. He fails to check that the manager fulfils her roles and responsibilities adequately and that all staff are sufficiently aware of their responsibilities to safeguard children. He also fails to meet the requirements of the Childcare Register.
- The designated safeguarding lead does not have a secure understanding of her role. The manager and staff lack sufficient understanding of how to identify children who may be exposed to extreme views or are at risk of female genital mutilation.
- The safeguarding policy is out of date. It does not include the action to be taken in the event of an allegation being made against a member of staff or cover the safe use of cameras in the setting.
- The provider fails to take effective action to deal with weaknesses in staff performance, including weaknesses in their safeguarding knowledge and the manager's weak leadership.
- Monitoring of children's learning does not yet effectively identify and compare the progress made by different groups of children.

It has the following strengths

- Staff provide children with interesting and motivating activities that reflect their interests. They regularly observe children's learning and assess their development. Children make good progress in readiness for school.

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"> ■ appoint a designated lead for safeguarding who is able to effectively identify and respond to signs of possible abuse and neglect, and is capable of providing support, advice and guidance to staff 	06/02/2018
<ul style="list-style-type: none"> ■ ensure all staff understand the safeguarding policy and procedures and have up-to date knowledge of safeguarding issues, including knowledge of how to identify and respond to possible signs of abuse and neglect, and of the 'Prevent' duty guidance 	06/02/2018
<ul style="list-style-type: none"> ■ implement a policy and procedure to safeguard children that is in line with guidance and procedures of the relevant Local Safeguarding Children Board that includes an explanation of the procedure to follow in the event of an allegation being made against a member of staff and covers the use of cameras in the setting 	06/02/2018
<ul style="list-style-type: none"> ■ provide appropriate support, supervision and training to staff, including the manager, to ensure that they understand their roles and responsibilities and are able to effectively promote the welfare and development of the children. 	06/02/2018

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

- monitor the educational programmes effectively to identify and target weaker aspects of children's learning, including the quality of staff interactions, to improve outcomes for all children.

Inspection activities

- This inspection was carried out as part of a risk assessment process, following information received by Ofsted.
- The inspector observed children's play indoors and outdoors.
- The inspector looked at samples of children's assessment folders and discussed children's learning with staff and the manager.
- The inspector spoke with the staff, parents and children at appropriate times during the inspection. The inspector held a meeting with the manager.
- The inspector conducted a joint observation in the pre-school room with the deputy manager.

Inspector

Melissa Cox

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. The provider fails to ensure that the manager keeps up to date with latest guidance and legislation. The manager does not ensure the nursery's safeguarding policy and procedures are in line with the guidance of the Local Safeguarding Children Board, as required. The manager's knowledge of safeguarding is poor. For example, she does not know what to do in the event of an allegation against a member of staff and the policy lacks sufficient detail. She does not sufficiently monitor staff's use of devices that store images of children and overall shows a poor understanding of the risks associated with online safety. Staff can identify basic signs that would indicate a child is at risk of harm. However, the manager has failed to ensure that the staff team has training on how to identify wider issues of safeguarding, including government guidance on how to identify children at risk of extreme views. Despite attending training, the designated lead and the deputy lead for safeguarding have a poor understanding of safeguarding matters. They do not have a clear understanding of their role. They are not sufficiently able to advise staff on how to respond to signs of concern, including those that occur outside the nursery. The provider does not monitor, coach and mentor staff, including the manager, effectively to check they have the required skills to fulfil their roles. Plans for future improvement focus ineffectively on the redecoration of the nursery rooms and do not focus on improving staff's skills and safeguarding practice. Despite these weaknesses, staff help to ensure the premises is kept safe and secure. Required staff ratios are maintained across the nursery and staff supervise children effectively while they play. There is a suitable procedure in place should a concern be raised about the care or learning in the nursery. Parents comment that they feel well informed and that the staff share regular information with them to support their child at home.

Quality of teaching, learning and assessment is good

The qualified staff team uses its good knowledge of children's individual needs to effectively meet their next steps in learning. Staff are skilled in supporting children's language skills and from an early age support young children to become confident communicators. For example, staff model and repeat new words for babies as they read favourite books. Staff working with older children successfully support their literacy skills. Children enjoy a game of 'silly soup' and confidently name the letters they see and match these to sounds they make. However, the manager has yet to monitor the progress of the children in the nursery more effectively to check that all groups of children make continued good progress in readiness for school.

Personal development, behaviour and welfare are inadequate

The provider, manager and staff do not ensure children's well-being due to the significant weaknesses in their safeguarding understanding. However, despite this, staff provide a warm and nurturing environment for children. Children settle well on arrival and receive high levels of attention during the day. Staff promote their safety effectively, for example, by securing the premises and checking the identity of all visitors. Staff set consistent clear boundaries and successfully support children to manage their feelings and behaviour. Most children play outside daily, although on the day of the inspection the youngest children did

not access outdoor play until late in the afternoon which did not fully support their enjoyment.

Outcomes for children are good

All children are confident and develop the skills they need for their future learning. They are motivated learners and show high levels of concentration for extended periods as they become engrossed in group activities. Toddlers experiment with pouring and measuring in water play. They readily count and sort wooden rings onto pegs. All children show good levels of independence. They behave well and follow simple group rules.

Setting details

Unique reference number	EY501155
Local authority	West Berkshire (Newbury)
Inspection number	1120454
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register
Age range of children	1 - 4
Total number of places	48
Number of children on roll	46
Name of registered person	Daniel Andreassen
Registered person unique reference number	RP901231
Date of previous inspection	Not applicable
Telephone number	01189841496

Pangbourne Day Nursery is an existing provision that re-registered under its current owner in 2016. The nursery operates from Pangbourne, Berkshire. The nursery receives funding for children aged three years and above. The nursery is open each weekday from 7am to 6pm, throughout the year, with the exception of one week between Christmas and New Year. There are 11 staff, including a cook and regular volunteer, nine of whom hold 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.

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