

Woodentots Nursery

H M S Collingwood, Newgate Lane, Fareham, Hampshire, PO14 1AS



Inspection date	31 January 2018
Previous inspection date	20 April 2016

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Good	2
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 designated lead for safeguarding lacks the knowledge to carry out her role effectively. She is unsure of the procedure to follow when staff share concerns about children's welfare with her.
- The provider fails to ensure that the safeguarding policy contains the steps to follow after staff note a concern. The provider fails to keep robust records or share information effectively with other agencies to ensure children are safe from harm.
- The provider does not ensure that all children, and especially babies, have opportunities to engage in planned activities outside daily, as required.
- Staff, including the manager and lead for safeguarding, do not receive effective support so they can improve on the quality of their teaching or have suitable opportunities to share concerns about children's development or well-being.
- The provider fails to monitor the quality of teaching and the progress children make in their learning. The range of planned activities and staff interactions, particularly in the toddler room are poor. Children do not make sufficient progress in key areas, such as speaking.

It has the following strengths

- The provider has identified some of the weaknesses in her setting. She is taking positive steps to tackle these. For example, she has sought mentoring for herself and her managers so they can better support teaching.

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"> ■ ensure that the designated lead for safeguarding has attended a suitable child protection course enabling them to effectively identify and respond to signs of possible abuse and neglect in a timely way and so that they are capable of providing support, advice and guidance to staff 	28/03/2018
<ul style="list-style-type: none"> ■ implement a policy and procedures to safeguard children, which are in line with the guidance and procedures of the relevant Local Safeguarding Children Board and that include a full explanation of the action to be taken after a member of staff shares concerns about a child 	28/03/2018
<ul style="list-style-type: none"> ■ ensure staff, including the designated lead for safeguarding, have regard to the government's statutory guidance 'Working Together to Safeguard Children 2015' where there are concerns about children's safety or welfare, and ensure that agencies with statutory responsibilities are notified without delay to keep children safe 	28/03/2018
<ul style="list-style-type: none"> ■ ensure safe and suitable outdoor activities are planned for all children on a daily basis, including babies 	28/03/2018
<ul style="list-style-type: none"> ■ ensure arrangements for staff supervision are effective in providing support, coaching and training, and enable staff to discuss any issues, particularly concerning children's development or well-being, including child protection concerns 	28/03/2018
<ul style="list-style-type: none"> ■ plan challenging and enjoyable experiences that take full account of each child's individual needs, interests and stage of development to promote good progress in their learning and development 	28/03/2018
<ul style="list-style-type: none"> ■ monitor the educational programmes effectively to identify and target weaker aspects of children's learning, including areas where children may be slow to develop key skills, so they are supported to catch up. 	28/03/2018

Inspection activities

- 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 provider.
- The inspector spoke with the staff, parents and children at appropriate times during the inspection. She held a meeting with the provider.
- The inspector conducted a joint observation of a focus activity with the leader in the pre-school room.
- The inspection took place following Ofsted's risk assessment process.

Inspector

Melissa Cox

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. The designated safeguarding lead is unclear on when to act on concerns that indicate children are at risk. In addition, she is unable to detail the procedure she would follow, including how she would share her concerns, to make a timely referral. The provider has failed to take steps to safeguard children. She has not taken action to report on concerns identified by staff, including for families that have known involvement with safeguarding agencies, in line with the statutory guidance 'Working Together to Safeguard Children'. Despite leaders' failure to take action on safeguarding issues, other staff are able to discuss signs that could indicate children are at risk, including from extreme views. They know how to recognise and report on any concerns they have with the behaviour of an adult. Risk assessments are used to help ensure that any hazards, including those posed by the extensive renovations and ongoing building work, are minimised. However, the provider fails to ensure that babies are able to access time outside on a daily basis to support their development and good health. Staff do not receive adequate ongoing supervision or effective support to improve their practice. However, leaders in the pre-school room make accurate evaluations of what they need to do to improve and use their qualifications well to improve outcomes for children. For example, they provide focus activities to support children's development in mathematics as they identify that this is an area of weakness for girls. The provider shows sufficient capacity to make the necessary improvements. For example, she took immediate action on the day of the inspection to resolve risks posed by the garden's muddy surface. She is aware of weaknesses in teaching and has plans for improvements in place, although they are not fully implemented yet. Staff monitor children's progress but do not effectively plan for gaps in their learning. Parents speak very positively about the nursery and feel suitably informed about their children's progress.

Quality of teaching, learning and assessment is inadequate

The quality of teaching is inconsistent and in the toddler age range does not support children to make the progress of which they are capable. For example, staff divide children into groups at lunchtime. They fail to occupy children while they wait their turn for lunch and some children become fretful as they are hungry and tired. After lunch, while their friends sleep, children wander around in the room, while staff busy themselves with routine tasks. When staff do interact, the level of support is limited, so children do not get good-quality attention to help them do well in areas such as speaking, confidence or social skills. However, in the pre-school room, staff suitably engage in children's learning. Pre-school staff plan to help children catch up in areas where they are behind. For example, children are supported to listen to instructions during a group game. Staff help girls to count and identify numbers and support boys to calculate and work out one more or one less. However, the quality of teaching does not yet provide sufficient challenge, although it is steadily improving.

Personal development, behaviour and welfare are inadequate

The significant weaknesses in leaders' safeguarding understanding compromise how well staff support children's well-being overall. Nevertheless, children appear generally settled

and build secure relationships with their key person. The youngest babies have their care needs met successfully. For example, staff let babies rest according to their need, and sing to them while they are cuddled and fed. Staff manage children's behaviour effectively. They intervene sensitively and help children share resources. Staff speak kindly to children and model positive behaviour. They provide children with healthy, well-balanced meals and snacks. However, staff do not promote children's enjoyment when being active and some children do not enjoy their time outside in the nursery garden. For example, they slip frequently in the sticky, cold mud and show distress when they become dirty. On the day of the inspection, babies remained inside all day and did not benefit from being in the fresh air. Staff indicated this is a regular occurrence.

Outcomes for children are inadequate

Children, in particular those in the toddler age range, are working below typical levels for their age and, over time in this room, are not catching up quickly enough. They do not yet show good levels of development in areas such as confidence, speaking skills and mathematics. Pre-school children receive better staff support. They develop good levels of independence and receive support for their language skills, in readiness for school. Older boys recognise quantity and make simple calculations as they work out what number they need to spin next to be the winner of their game. Babies are content and show curiosity as they explore. However, opportunities to build on their physical skills, such as walking, are limited as they remain inside their base room for much of the day.

Setting details

Unique reference number	EY254930
Local authority	Hampshire
Inspection number	1122681
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	85
Name of registered person	Charlie's Little Angels Partnership
Registered person unique reference number	RP908350
Date of previous inspection	20 April 2016
Telephone number	01329 332532

Woodentots Nursery opened in 1996 and registered in 2003. It is situated in HMS Collingwood Naval Base in Fareham, Hampshire. The nursery is open each weekday from 7.30am to 6pm for 51 weeks of the year, excluding bank holidays. The nursery provides free early education for children aged two, three and four years. The nursery employs 30 members of staff to work directly with children. Of these, 20 have relevant childcare qualifications; three staff hold early years teacher status, four have qualifications at level 4, 10 have qualifications at level 3, and three staff are qualified at level 2.

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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