

Bramley Grange Childcare

181 Bramley Lane, HALIFAX, West Yorkshire, HX3 8JJ



Inspection date

24 April 2018

Previous inspection date

4 July 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 provider does not ensure there is a manager, or suitably trained deputy manager, on site as required at all times. She does not deploy staff effectively to ensure any management issues are dealt with appropriately in the manager's absence.
- The provider does not ensure that the premises are secure to prevent unauthorised access. Staff do not identify and minimise all risks to children's health and safety.
- The provider does not ensure all suitability checks are completed, or that unvetted staff are supervised appropriately at all times. This places children at risk of harm.
- The provider does not ensure that all staff have a suitable understanding of wider child protection issues and can identify any signs that indicate a child might be at risk from harm or abuse. Staff's poor knowledge of safeguarding compromises children's welfare.
- The provider does not have effective arrangements in place for the induction of new staff, or for ongoing support and training for all staff.
- The provider does not ensure assessments of children's progress are accurate. Required progress checks for children aged between two and three years are not completed. Staff do not work in partnership with parents to assess and plan for children's learning.
- Staff do not consider children's ages and stages of development well enough to plan effectively and target their learning needs. Children do not make sufficient progress.

It has the following strengths

- Staff are affectionate towards children and children form strong attachments.

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
<ul style="list-style-type: none"> ■ ensure a suitably trained manager, or a named deputy who is capable and qualified to take charge in the manager's absence, is on site at all times 	17/05/2018
<ul style="list-style-type: none"> ■ take all reasonable steps to prevent unauthorised persons entering the premises 	17/05/2018
<ul style="list-style-type: none"> ■ ensure staff have an understanding of, and take all reasonable steps, to make sure children are not exposed to risks 	17/05/2018
<ul style="list-style-type: none"> ■ implement robust systems to check that staff are suitable to work with children 	17/05/2018
<ul style="list-style-type: none"> ■ ensure that people looking after children do not have unsupervised access until all suitability checks are completed 	17/05/2018
<ul style="list-style-type: none"> ■ ensure that all staff receive induction training to help them understand their roles and responsibilities, including information about emergency evacuation procedures, safeguarding, child protection, and health and safety issues 	17/05/2018
<ul style="list-style-type: none"> ■ ensure staff are deployed effectively to meet the needs of all children and ensure their safety 	17/05/2018
<ul style="list-style-type: none"> ■ ensure that all staff have up-to-date knowledge of wider safeguarding issues and can identify any signs of possible abuse 	17/05/2018
<ul style="list-style-type: none"> ■ put arrangements in place for the effective supervision of staff and provide support, coaching and training to help them develop their knowledge and skills so that they can provide children with high-quality care and learning experiences. 	17/05/2018

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

	Due Date
<ul style="list-style-type: none"> ■ work in partnership with parents and/or carers, to promote the learning and development of all children in their care, and to ensure they are ready for school 	17/05/2018
<ul style="list-style-type: none"> ■ ensure staff complete accurate assessments of children's progress so they know what children can already do and what they need to learn next, and to ensure any gaps in children's learning are identified and addressed quickly 	17/05/2018
<ul style="list-style-type: none"> ■ complete the required progress check for children aged between two and three years, and provide parents and/or carers with a short written summary of their child's development in the prime areas 	17/05/2018
<ul style="list-style-type: none"> ■ consider the individual needs, interests, and stage of development of each child, and use this information to plan a challenging and enjoyable experience for each child that supports them to make at least good progress in all of the areas of learning and development. 	17/05/2018

Inspection activities

- This inspection was carried out following the risk assessment process.
- The inspector observed the quality of teaching during activities indoors and outdoors, and assessed the impact this has on children's learning.
- The inspector looked at relevant documentation and evidence of the suitability of staff working in the nursery.
- The inspector spoke with staff and children during the inspection. She spoke to a number of parents and took account of their views.

Inspector

Nicola Dickinson

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. The provider fails to ensure there is a manager, or suitably trained deputy manager, on site at all times. The manager does not share enough information with the deputy to ensure she can fulfil her responsibilities in her absence. Despite the provider meeting ratios, she does not deploy staff effectively. For example, when the deputy is included in staffing ratios in the baby room, she is unable to deal with any management issues adequately, in the manager's absence. The provider does not ensure that the premises are secure. The main door to the nursery is often left unlocked. Adults can enter the reception area and outdoor play area unobserved. In addition, the door handles in the baby room and outdoor area are within children's reach. At the inspection, staff were seen to supervise children appropriately. However, in a recent incident, a child entered the reception area unobserved by staff. The child also opened the door to the baby room to allow the parent of another child access. The provider does not ensure staff without completed suitability checks are appropriately supervised. For example, the pre-school room is split into three separate areas and it is not possible for the room leader to have unvetted staff in her sight at all times. Not all staff demonstrate a good understanding of wider child protection issues, and some struggle to identify all the signs and symptoms that indicate a child might be at risk from harm or abuse. When the manager is absent, the provider does not ensure that all new staff receive induction training to help them understand their roles and responsibilities. As a result, they are not all aware of emergency evacuation and child protection procedures. The provider ensures that staff and parents know they are not permitted to smoke anywhere on the premises. Staff have supervision meetings with the manager. However, the provider does not use her findings to address weaknesses in staff's practice. There are no effective systems in place to support staff's ongoing professional development and to help them to build on their skills and knowledge.

Quality of teaching, learning and assessment is inadequate

The provider does not monitor children's progress effectively. She does not ensure staff's assessments of individual children's progress are accurate. Staff do not complete the required checks for children aged between two and three years to identify any areas where children are exceeding or falling behind in their development. As a result, staff fail to address gaps in children's learning and development quickly enough to ensure children make at least suitable progress. Staff do not work in partnership with parents to assess children's progress and plan for their future learning. Not all parents know whether their children are meeting their expected targets or what activities are planned to support their children's learning. In addition, staff do not consider children's ages and stages of development enough when planning activities. For instance, staff in the baby and toddler room conduct adult-led activities with large groups of children. During these times, the youngest become unsettled and fractious, which disrupts learning for the older children. Despite the weaknesses, children enjoy independently accessing resources and making choices about their play. Staff involve them in conversation. They encourage children to act out things they have observed at home in their role play, and older children to listen to each other and take turns in speaking.

Personal development, behaviour and welfare are inadequate

Significant weaknesses in safeguarding practice mean that children are not kept safe. In addition, staff do not identify and minimise all risks to children adequately. For example, staff allow toddlers to play with dummies clipped to their clothes on long strings of beads. These trail on the floor, which poses a risk to children's health and a possible choking hazard if they snap. This compromises children's safety. Several staff have first-aid training and they demonstrate a suitable understanding of how to deal with accidents if they occur. Each child is allocated a key person to help them settle and attend to their intimate care needs. Staff manage children's behaviour suitably. They reinforce rules to support children's understanding of what behaviour is acceptable.

Outcomes for children are inadequate

Due to significant weaknesses in planning and assessment, children do not make sufficient progress. Gaps in children's attainment are not closing quickly enough. This means children lack the skills they need for their future learning in school. Nevertheless, some children begin to recognise familiar letters and use pictures to retell stories. They develop some early mathematical skills, such as how to group objects, match and estimate. Children develop independence in their personal care routines.

Setting details

Unique reference number	EY381044
Local authority	Calderdale
Inspection number	1134712
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 - 5
Total number of places	66
Number of children on roll	49
Name of registered person	Alfiman Limited
Registered person unique reference number	RP527169
Date of previous inspection	4 July 2016
Telephone number	0142202498

Bramley Grange Childcare registered in 2008. The nursery employs 13 members of childcare staff. Of these, 12 hold appropriate early years qualifications at level 2 and above, including one member of staff with early years teacher status. The setting opens from Monday to Friday, all year round. Sessions are from 7.30am until 6pm.

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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