

# The Den

Britannia Buildings, Coventry Road, Burbage, Hinckley, Leicestershire, LE10 2HL



## Inspection date

4 June 2018

Previous inspection date

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		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 manager and staff do not plan and provide effective learning experiences to help children make good progress. Children are not allocated a key person.
- The manager and staff do not make accurate assessments of children's development, including the progress check for children aged between two and three years. They do not take timely action to close gaps in children's learning.
- There is no named deputy manager in post. This means that there is no person with lead responsibility for children's care and learning in the absence of the manager.
- The manager and staff do not obtain written permission from parents and/or carers prior to administering medication or keep written records each time medicine is administered to children. Not all required documents are in place for example, child contracts.
- Risk assessments are ineffective. The environment is not checked prior to children arriving to ensure it is safe and suitable. Staff involved in preparing and handling food have not received training in food hygiene.
- The provider does not implement robust recruitment and vetting procedures to help ensure the suitability of all staff. Not all documentation is available for inspection.
- The manager and staff do not work effectively with other settings and parents to ensure a more a consistent approach to meeting children's needs. Staff do not gather enough information from parents about children's prior learning when they first start.

### It has the following strengths

- Children are very sociable and behave well.

## 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>■ develop knowledge and understanding of the learning and development requirements of children, and plan effective learning experiences for every child</li> </ul>	04/09/2018
<ul style="list-style-type: none"> <li>■ implement an effective key-person system that ensures that every child's care is tailored to meet their individual needs and builds a secure relationship with their parents or carers</li> </ul>	04/07/2018
<ul style="list-style-type: none"> <li>■ make accurate assessments of children's development, including carrying out the progress check for children aged between two and three years, to identify gaps in their learning and take swift action to address these</li> </ul>	04/07/2018
<ul style="list-style-type: none"> <li>■ ensure there is a named deputy manager in place, who has been assessed as capable and qualified, to take charge in the absence of the manger</li> </ul>	04/08/2018
<ul style="list-style-type: none"> <li>■ obtain written permission from parents and/or carers prior to each medication being administered to children and keep a written record of all medication administered</li> </ul>	04/07/2018
<ul style="list-style-type: none"> <li>■ ensure written documents are all in place for each child, including child registration forms and child contracts</li> </ul>	04/07/2018
<ul style="list-style-type: none"> <li>■ implement effective recruitment and vetting procedures, including keeping the required records relating to Disclosure and Barring Service checks</li> </ul>	04/09/2018
<ul style="list-style-type: none"> <li>■ ensure that all necessary records and documents are kept up to date and made easily available for inspection</li> </ul>	04/09/2018
<ul style="list-style-type: none"> <li>■ take all necessary measures to minimise any risks to the health or safety of the children</li> </ul>	04/09/2018
<ul style="list-style-type: none"> <li>■ ensure that all staff involved in preparing and handling food receive training in food hygiene.</li> </ul>	04/08/2018

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

- improve methods to share information with parents and other settings that children attend, about children's learning and development, to ensure accurate assessment and high-quality support from all involved
- gather more information from parents about children's prior abilities when they first start.

**Inspection activities**

- The inspection was carried out as a result of the risk assessment process.
- The inspector carried out a joint observation of practice with the manager.
- The inspector talked to children, parents and staff during the inspection and took their views into account.
- The inspector observed the quality of teaching and assessed the impact this has on children's learning.
- The inspector looked at relevant documentation and discussed the setting's policies and procedures, risk assessments and self-evaluation.

**Inspector**

Jane Rushby

## Inspection findings

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

The arrangements for safeguarding are not effective. The provider, who is also the manager and staff are in breach of the requirement for administering medication to children. This has a significant impact on children's safety and welfare. The manager has not designated the specific role of deputy to any staff member. Therefore, in the absence of the manager, there is no named person in charge who in the provider's judgement, is capable to fulfil these roles and responsibilities. Recruitment and vetting procedures are not robust. For example, the manager does not record the required information regarding Disclosure and Barring Service checks and reference checks. This compromises the safety and welfare of children. Not all documentation is available for inspection. The manager does not review the overall quality of the provision effectively. She does not monitor children's learning or staff performance well enough. Staff are qualified and have some supervision from the manager. However, they do not receive the training and support needed to help them develop their skills and knowledge and to raise the quality of teaching to a good enough level. The manager and staff do not track the progress of individuals or groups of children appropriately. Therefore, the gaps in children's learning and development go unnoticed, which means that gaps in their learning widen over time. The manager has not ensured that every child has the correct records in place. Risk assessments are not effective, as they are yet to be implemented. Therefore, not all potential risks are minimised. The manager and staff are aware of their responsibility to help protect children from harm. They know how to respond should they have any concerns regarding a child's welfare. Parents praise the staff team and find them warm and approachable.

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

The manager and staff demonstrate a poor understanding of the learning and development requirements. Staff do not conduct observations to identify the next steps in the children's learning and development. They do not plan effectively for children's learning to ensure they participate in stimulating and challenging activities. There is no key-person system in place. As a result, children are not able to form a relationship with a named member of staff who will take responsibility for ensuring their needs are fully met and identified during each session. This also does not enable parents to form secure partnerships with a key person to confidently share information about children's care and play. The manager and staff speak to parents daily when they collect their children. However, they do not find out information from parents about their child's prior achievements when they first start. The manager and staff do not share enough information with other early years settings that children attend to support consistency in their learning and development. Children enjoy each other's company and play well together. They develop positive social skills and learn to share and take turns. Staff generally engage well with children in activities and give them freedom to be independent. Children enjoy building with the bricks. They use their creative skills as they draw pictures. Older children have fun playing table tennis. Children use their imaginative skills as they take on the role of pretending to be a doctor or nurse in their play.

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

Children's safety is compromised because of the weaknesses identified in leadership and management. Children enjoy healthy snacks and drinks. However, staff have not received the required food hygiene training they need to enable them to safely prepare and handle children's food. Children have built positive relationships with staff and other children. They are polite and confidently share their views and opinions with visitors. Staff regularly praise children for having a go and trying new things.

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

The manager fails to ensure the statutory progress checks for children are completed between the ages of two and three years. This means that staff do not know whether children need any extra help to prepare them for the next stage in their development. Children are not challenged enough. They are not well supported to develop the essential skills they need to move on to their next stage of learning, such as school or nursery.

## Setting details

<b>Unique reference number</b>	EY553252
<b>Local authority</b>	Leicestershire
<b>Inspection number</b>	1137163
<b>Type of provision</b>	Out of school 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>	3 - 11
<b>Total number of places</b>	16
<b>Number of children on roll</b>	18
<b>Name of registered person</b>	Sarah Louise Kay
<b>Registered person unique reference number</b>	RP553251
<b>Date of previous inspection</b>	Not applicable
<b>Telephone number</b>	07785537532

The Den nursery registered in 2017. The nursery employs three members of childcare staff. Of these, two hold appropriate early years qualifications at level 3. The nursery opens from Monday to Friday all year round. Sessions are from 7.30am until 6pm. The nursery provides funded early education for two-, three- and four-year-old children.

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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