

# Cowplain Day Nursery

Cowplain Activities Centre, Padnell Road, Waterlooville, Hampshire, PO8 8EH



## Inspection date

7 June 2018

Previous inspection date

22 July 2014

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Outstanding	1
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Requires improvement	3
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Requires improvement	3

## Summary of key findings for parents

### This provision is inadequate

- Leaders do not follow secure recruitment procedures or check staff's ongoing suitability. This means they do not ensure that staff are aware of the importance of reporting changes that may affect their suitability, including disqualification by association.
- The designated safeguarding lead does not hold relevant up to date training in line with Local Safeguarding Children Board requirements.
- Safeguarding records do not contain sufficient detail about the nature of the incident or what action has been taken. Leaders have failed to identify this and follow up on concerns. This puts children's safety at risk.
- Staff are not aware of what children can do and need to learn next. As a result, some children take part in activities which do not provide them with sufficient challenge for their learning and development.

### It has the following strengths

- Partnerships with parents are strong. There are good arrangements in place to gather information from parents about their child when starting nursery. Parents receive regular information about their child's progress and feel their children are settled and happy.
- There is a welcoming and fun atmosphere in the nursery. Staff are caring and have nurturing relationships with children. This helps children to feel safe and secure in the nursery.

## 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
■ implement effective recruitment procedures to ensure staff are suitable; including obtaining appropriate references	20/07/2018
■ improve understanding of disqualification and ensure that staff are aware that they are expected to disclose any convictions, court orders, reprimands and warning that may affect their suitability to work with children	20/07/2018
■ ensure the designated lead for safeguarding has accessed relevant training to support their role in line with Local Safeguarding Children Board procedures	20/07/2018
■ develop effective record keeping systems to ensure that existing injury records have sufficient detail and identify what action has been taken as a result	06/07/2018
■ improve the quality of teaching and learning to ensure that children's individual needs are met, especially those children who are working above their age- related expectations.	20/07/2018

## Inspection activities

- The inspector observed the quality of teaching and support for children's learning both indoors and outdoors.
- The inspector assessed how well leaders and staff understand and implement nursery policies, and how they monitor children's learning.
- The inspector carried out a joint observation to assess how well leaders monitor the quality of teaching.
- The inspector looked at a sample of documents, including children's records, safeguarding records and staff training certificates.
- The inspector talked to parents, staff and children during the inspection and took their views into account.

## Inspector

Teresa Newman

## Inspection findings

### Effectiveness of the leadership and management is inadequate

Safeguarding is not effective. Recruitment procedures are not thorough enough to ensure that staff employed are suitable. Self-evaluation is weak because leaders have not identified breaches in the requirements of the early years foundation stage. For example, the designated lead for safeguarding has not accessed relevant training to fulfil the requirements of the role. In addition, leaders are not aware of what may make an individual disqualified from working with children. This means staff's suitability to work with children cannot be assured. The system for recording children's existing injuries lacks detail about the injury, how it occurred and what action needs to be taken as a result. Staff have access to regular supervision meetings and complete peer observations. However, this is not being used effectively to target inconsistencies in practice to help improve teaching. Staff understand their role in keeping children safe. Recent training means that staff are able to recognise children who may be at risk from extreme views or behaviours.

### Quality of teaching, learning and assessment requires improvement

Overall staff plan interesting activities that most children are keen to explore. They generally understand how children learn and what interests them. For example, staff encourage children to predict how far their toy car will travel as they change the height of a ramp. Regular assessments of what children can do are completed. However, staff do not consistently use this information well enough. For example, children who are most able are not always sufficiently challenged to extend their learning further when exploring numbers. The organisation of the nursery environment means that children's learning experiences are variable. This means some children may not be making as much progress as they could. Staff support children's language skills well: they introduce new and exciting language as children explore different textures of cornflour, paint, rice and water. Staff make good use of stories to introduce children to letter sounds and names.

### Personal development, behaviour and welfare are inadequate

Leader's fail to ensure staff are suitable to work with children. This puts children's safety and welfare at risk, as recruitment processes are poor. However, staff act as positive role models and as a result children's behaviour is good. Children form positive attachments with the staff and enjoy spending time with them. Older children are developing the skills they need for school as they find the right size boots for a walk outside. Younger children are learning to be independent. They take pride in their environment as they sweep up sand that has been spilled on the floor. Children enjoy regular trips out into the local community. They are developing an understanding of how to keep themselves safe. Staff promote healthy eating well. Children are aware of what foods they need to keep healthy and eagerly compete to win the weekly healthy lunch box award.

### Outcomes for children require improvement

Inconsistencies in teaching mean that not all children make the best possible progress. However, most children are making typical progress for their age. Older children enjoy

developing their writing skills and are able to form letters and numbers. Some younger children show good levels of concentration as they use tweezers to pick up pasta shapes.

## Setting details

<b>Unique reference number</b>	EY347932
<b>Local authority</b>	Hampshire
<b>Inspection number</b>	1135472
<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>	2 - 8
<b>Total number of places</b>	40
<b>Number of children on roll</b>	65
<b>Name of registered person</b>	Sandra Anne Mugridge
<b>Registered person unique reference number</b>	RP513012
<b>Date of previous inspection</b>	22 July 2014
<b>Telephone number</b>	07886 607 198 or 02392 641 989

Cowplain Day Nursery registered in 2007 and is privately owned. It operates from Cowplain Activity Centre in the Cowplain area of Hampshire. The nursery is open from 8am to 6pm, Monday to Friday all year round, excluding bank holidays. There are currently 65 children in the early years age group on roll. The provider receives funding for the provision of free early education for children aged two, three and four years. There are ten members of staff employed to work with the children, nine of whom hold relevant childcare qualifications.

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