

Stars Day Nursery

50 Gloucester Road, KINGSTON UPON THAMES, Surrey, KT1 3RB



Inspection date	12 June 2018
Previous inspection date	4 May 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		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

- The provider shows an awareness of her responsibilities, however on the day of the inspection there were breaches to requirements for the foundation stage requirements. Ratio requirements are not being met at all times, which means there are not enough staff to look after the number of children present. This breach of requirement was also identified at the last Ofsted visit.
- The provider fails to monitor practice fully to ensure that staff fulfil their roles and responsibilities. Not all staff are deployed effectively. For example, the manager is currently based in one room for most of the day which means that she is unable to manage the nursery effectively. Furthermore there is no deputy manager to take charge in the manager's absence.
- Risk assessments are not effective. Hazards such as polythene bags stored in low level shelving are accessible to young children and therefore pose a risk to their safety.
- Staff do not consistently identify starting points in children's development when they join the nursery. This does not support staff to understand fully how to plan for children's next steps for learning.
- Staff working with the youngest children do not always plan and organise the resources well enough to ensure play opportunities are consistently purposeful and encourage early exploration. The youngest children do not get enough support to be motivated and excited in their play.

It has the following strengths

- Older children are overall engaged and participate well in some exciting activities.
- Children enjoy playing outside in the well-resourced garden, enabling them to have fresh air and exercise.

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 that staff ratios are maintained at all times to ensure children's needs are met 	05/07/2018
<ul style="list-style-type: none"> ■ improve the risk assessment procedures to ensure they are fully effective to identify and minimise all potential hazards for children 	05/07/2018
<ul style="list-style-type: none"> ■ improve the process of mentoring and coaching staff to ensure they fully understand their roles and responsibilities 	05/07/2018
<ul style="list-style-type: none"> ■ ensure there is a named deputy who is able to take charge in the manager's absence. 	05/07/2018

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

	Due Date
<ul style="list-style-type: none"> ■ improve the assessment process to include children's starting points in their development when they begin at nursery to enable staff to accurately assess, monitor and plan for each child's individual needs 	05/07/2018
<ul style="list-style-type: none"> ■ organise the resources more effectively to support younger children's stage of development, and encourage them to play and explore with a range of good quality activities. 	05/07/2018

Inspection activities

- The inspector spent the majority of time observing children in the three nursery rooms and garden.
- The inspector sampled documentation including children's records and staff suitability checks.
- The inspector held discussions with the provider, managers, and staff.
- The inspector read recently written parental comments and spoke to parents to obtain their views on the nursery.
- The inspector completed a joint observation with the manager.

Inspector

Jennifer Devine

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. The provider has not been able to address weaknesses fully with her staff team. One of the weaknesses identified at this inspection, in relation to a breach of ratio requirements has already been raised with the provider by Ofsted previously. The ratio of staff to children, particularly in the morning, is not always met. The manager is new to her post, however she continues to work in the play rooms and is too stretched to learn and fulfil her new role. In addition, there is currently no named deputy manager in post to cover in the manager's absence. Although the manager plans in advance and organises staff rotas she does not identify where more staff are needed at the busier times of the day. The provider has appointed staff to senior positions, however, she has not ensured that staff are fully competent in these roles. For example, some room leaders are unsure of their duties. Staff have completed safeguarding training and know the procedures to follow if they had a child protection concern, including if an allegation was made against a member of staff.

Quality of teaching, learning and assessment requires improvement

Teaching is variable. The very young children are not always provided with learning experiences that are sufficiently focussed on their stage of development. For example, staff do not consistently ensure that the room is set up with a good range of toys to enable young babies to explore and investigate. As a result, occasionally some babies wander, lack engagement and sometimes get upset. Older children enjoy the activities and make choices about their play. For example, toddlers spend time playing in the sand and preschool children enjoy practising writing their names. Staff, overall support children's language and communication effectively. Children show good interest during many singing times and even the youngest children begin to join in with actions to the songs. Staff do not obtain all children's starting points in their development when they join the nursery. This means they do not assess and track children's progress accurately, and does not support children to make the good progress they should.

Personal development, behaviour and welfare are inadequate

The weaknesses in leadership and management compromise children's welfare. Risk assessments are not fully effective in ensuring all areas accessed by children are as safe as possible. For example, polythene bags are stored in shelves where young children can gain access. In addition, some resources such as small pieces of crayons are unsuitable for the youngest children to play with. This does not ensure children's overall safety. Overall, the key person system support parents, children and staff to form suitable relationships. Parents spoken to at the inspection indicate they are satisfied with the care provided. Children behave well. They are beginning to show consideration for others as they share the toys.

Outcomes for children require improvement

Children are generally confident and motivated to learn. They develop skills in preparation for starting school. For example, they develop good independence as they help themselves to lunch and make choices about how much food to serve. However,

weaknesses in the assessment processes and the variable teaching mean that not all children are supported effectively to make the good progress of which they are capable.

Setting details

Unique reference number	EY360354
Local authority	Kingston upon Thames
Inspection number	1139609
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	38
Number of children on roll	54
Name of registered person	The Stars Childcare Group Limited
Registered person unique reference number	RP521405
Date of previous inspection	4 May 2016
Telephone number	0208 5473216

Stars Day Nursery registered in 2007. It operates from Kingston upon Thames. It is open Monday to Friday from 7.30am to 6.30pm for 51 weeks of the year. The nursery employs 10 staff; of whom, eight hold early years qualifications, including one at level 5 and five at level 3. The nursery receives funding to provide free early education for children aged three and four years.

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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