

Inspection date	6 July 2018
Previous inspection date	9 April 2015

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 that all staff know and understand the settings safeguarding policy and procedure. Safeguarding records are not accurately completed. The manager does not ensure the ongoing suitability of staff.
- Risk assessments are not robust enough to ensure children's safety. Attendance registers are not accurately completed. Staff are not effectively deployed to ensure children safety and wellbeing at all times.
- The manager does not keep a record of all staff who have completed paediatric first-aid training. Furthermore, children's medications are not stored safely.
- The monitoring of staff practice is not effective to ensure that they receive appropriate training to help them provide quality learning opportunities for children.
- Staff do not plan activities that focus on all children's interests and next steps. Children's progress is not monitored well enough. Staff do not complete the two-year-old progress check. Furthermore, they do not share information with parents about children's next steps of learning.

It has the following strengths

- Children's behaviour is good. Staff consistently support and guide children to be kind and considerate. They encourage children to follow nursery rules from an early stage.

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"> ■ implement effective systems to identify risks and hazards, and ensure action is taken to reduce or minimise them; with particular regard to the temperature of rooms during warmer and colder periods 	08/08/2018
<ul style="list-style-type: none"> ■ implement effective systems to ensure the ongoing suitability of all individuals who have contact with children 	08/08/2018
<ul style="list-style-type: none"> ■ ensure staff are deployed to meet the needs of all children and ensure their safety; with particular focus on times when staff complete daily routines 	08/08/2018
<ul style="list-style-type: none"> ■ ensure records relating to child protection procedures are fully completed and retained, so that all those who require access have clear details of concerns and outcomes 	08/08/2018
<ul style="list-style-type: none"> ■ provide all staff with appropriate training to ensure they understand the safeguarding policy and procedures and have up to date knowledge of safeguarding issues 	08/08/2018
<ul style="list-style-type: none"> ■ ensure children's medication is stored safely and can be easily accessed on the days when they attend, and implement a system to ensure all staff are aware of and know how to respond to children's individual medical needs 	08/08/2018
<ul style="list-style-type: none"> ■ ensure the attendance of children is recorded accurately 	08/08/2018
<ul style="list-style-type: none"> ■ implement a system which clearly identifies all staff who have completed paediatric first-aid training and display (or make this available) to ensure all staff and parents are aware of the persons responsible for first aid 	08/08/2018
<ul style="list-style-type: none"> ■ implement effective systems to monitor the quality of practice and teaching, to ensure staff receive support, coaching and training where required 	08/08/2018

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

	Due Date
<ul style="list-style-type: none"> ■ improve planning to ensure activities provide sufficient challenge for children and include children's interests and next steps in learning 	31/08/2018
<ul style="list-style-type: none"> ■ implement an effective system which helps to monitor and swiftly identify gaps in individual and groups of children's learning, to ensure they receive the early help they need 	31/08/2018
<ul style="list-style-type: none"> ■ include parents in planning children's next step learning targets and provide them with information about how they can do this 	31/08/2018
<ul style="list-style-type: none"> ■ ensure staff complete two-year-old progress summaries and share these with parents and other professionals involved in a child's care. 	31/08/2018

Inspection activities

- The inspector had a tour of the premises with the manager.
- The inspector had discussions with parents, children and staff and considered their views.
- The inspector held discussions with the manager and deputy manager. She reviewed the settings policies, procedures, risk assessments and other health and safety records.
- The inspector completed general observations and had discussions with the manager regarding the quality of teaching and learning.
- The inspector reviewed children's progress files, assessments and other relevant records.

Inspector
Jennifer Dove

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is not effective. The provider does not ensure all staff receive safeguarding training so that they have a clear understanding of their role and responsibilities to protect children. Child protection records are not fully completed with sufficient detail and retained for additional information, if needed. Staff do not accurately complete attendance registers. This means that children and staffs' safety is not assured in the event of an emergency evacuation. Although the manager has robust recruitment and vetting procedures in place, she has not implemented a system to ensure the ongoing suitability of staff. There are significant weaknesses in staff's awareness to consider and identify health and safety risks. For example, the playroom for children aged under two years is unsuitable for use during the hottest times of the day. Although the manager is aware of this, she does not act swiftly to remedy the problem. Consequently, children's health and well-being is at significant risk as the room becomes very warm. The manager does not keep a record of all staff who have completed paediatric first-aid training. Furthermore, she does not make it clear to staff and parents who is responsible for first aid. This means children are at significant risk as staff cannot swiftly identify a suitably trained member of staff in the event of an accident or injury.

Quality of teaching, learning and assessment is inadequate

The manager has not implemented effective systems to monitor key strengths and weaknesses in staff practice. As a result, appropriate training opportunities are not provided to improve the quality of teaching. The manager is aware of some weaknesses in practice but fails to act on these so that they improve. Staff do not plan effectively enough to ensure all children's next steps in learning are carefully considered. Younger children are not provided with sufficient challenge to engage them in their learning. Children do not receive the individual support they need from an early stage to help them make progress. The manager does not monitor staff to ensure they complete compulsory assessments. For example, staff have not completed the progress check for children aged between two and three years or provided parents with a short written summary of their child's development. There is not an effective system in place to monitor individual and groups of children's development and progress. As a result, gaps in children's learning are not swiftly and consistently identified. Parents are not fully engaged in their children's learning. Staff do not support parents to continue with their child's learning at home to ensure children receive consistency in their learning.

Personal development, behaviour and welfare are inadequate

Significant weaknesses in the leadership and management team greatly compromise children's health, safety and well-being. The manager has not implemented an effective system to ensure children who require emergency medications have access to these whilst at nursery. Furthermore, she does not ensure that all medication is stored safely and out of children's reach. Staff are not deployed well enough to ensure they remain vigilant at all times and alert to risks that compromise children's safety. For example, one member of staff is left supervising eight children under the age of two years, while other members of staff leave the room to carry out daily routines. Staff do not ask for help when children

begin to climb on chairs and, while dealing with this, leave infants unsupervised with small toys in their mouth. As a result, young children's safety is significantly compromised as they are left without adequate supervision.

Outcomes for children are inadequate

Teaching does not consistently match the individual needs of children to help them make the progress of which they are capable. As a result, children are not well prepared for their next stages of learning and eventual move to school. Babies and very young children have limited experiences in their play as staff do not provide rich opportunities to support their emerging development. That said, older children develop their physical skills using outdoor climbing equipment. They have some opportunities to develop their early writing skills using paint and crayons. Younger children begin to ascribe meaning to the marks they make.

Setting details

Unique reference number	509929
Local authority	Kingston upon Hull
Inspection number	1091169
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	66
Number of children on roll	109
Name of registered person	Cherub Nurseries and Pre Schools Limited
Registered person unique reference number	RP518909
Date of previous inspection	9 April 2015
Telephone number	01482 820756

Cherub Nursery registered in 1993. It is owned and managed by Cherub Nurseries and Pre-Schools Limited. The nursery employs 17 members of staff. Of these, 13 staff hold appropriate early years qualifications at level 2 or above. The nursery opens from Monday to Friday, all year round, except bank holidays and Christmas. Sessions are from 7am 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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