

Olive Tree Day Nursery

Beal House Farm Bungalow, Beal Lane, Beal, Goole, North Humberside, DN14 0SQ



Inspection date

12 July 2018

Previous inspection date

13 November 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

- Poor leadership and management mean that self-evaluation is not effective and significant weaknesses in safeguarding have not been identified or addressed. Children's safety and welfare are compromised as a result.
- Staff supervision is weak and does not address underperformance of staff, weaknesses in personal effectiveness and a lack of targeted professional development. Children's outcomes are not promoted as a direct result.
- Some staff demonstrate teaching skills and effective strategies to support children. However, poor staff deployment has an impact on the most able staff and they do not consistently meet all children's needs.
- Children's emotional welfare is not promoted well. The management team has not ensured that each child is assigned a key person. This means that children do not form strong and nurturing relationships with a significant person within the setting.
- Children of all ages are not consistently prepared for the next stages in their learning. Progress across all age groups is slow and some children make little or no progress over a sustained period of time. Children who receive free early education demonstrate gaps in their learning which staff do not identify and address swiftly.

It has the following strengths

- The majority of staff demonstrate through discussion and their actions that they have the capacity and willingness to make changes and secure improvements, overall.

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
■ ensure staff deployment meets all children's needs, they are kept safe and parents are notified about any changes to staffing arrangements	09/08/2018
■ ensure that each child is assigned a key person to help tailor children's individual care, reassure and settle children within the setting and build on relationships with parents	09/08/2018
■ ensure that all staff medication on the premises is securely stored and not accessible to children at all times	09/08/2018
■ ensure that effective systems are in place to check the ongoing suitability of staff, paying particular regard to checking for any circumstances that would result in staff disqualification	09/08/2018
■ ensure that the written safeguarding policy includes a clear and comprehensive explanation of the use of mobile phones and cameras in the setting	09/08/2018
■ designate a member of staff to take lead responsibility for safeguarding and ensure that all staff know and understand to whom to report any concerns	09/08/2018
■ take all necessary steps to ensure that children's personally identifiable data is kept secure and confidential, paying particular regard to the use of social media	09/08/2018
■ develop staff's knowledge and the way they assess and monitor children's progress in the baby and toddler rooms to ensure all children are supported to make the best possible progress	09/08/2018
■ use the arrangements for the supervision of staff to accurately identify and promote continuous professional development and personal effectiveness	09/08/2018
■ ensure that all necessary steps are taken to prevent the spread of infection, with particular regard to providing adequate handwashing and drying facilities in the bathroom area	09/08/2018
■ take all necessary steps to ensure that the premises are kept secure at all times and specifically with regard to the entrance gate and main doorway into the premises	09/08/2018

- ensure that a clear written policy is kept explaining the procedure for dealing with concerns and complaints from parents and/or carers 09/08/2018
- ensure that all complaints records are retained in full, including the initial cause for complaint and any outcome of the investigation 09/08/2018
- ensure that an accurate daily record is kept showing children's hours of attendance and the names of each child's key person. 09/08/2018

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

- strengthen the effectiveness of self-evaluation to ensure that weaknesses in provision are swiftly and accurately identified and addressed to enable rapid improvement and enhanced outcomes for children.

Inspection activities

- The inspector carried out a joint observation with the deputy manager and discussed the impact of teaching on children's learning.
- The inspector spoke with staff and children at appropriate times throughout the day.
- The inspector held discussions with parents and took account of their views.
- The inspector observed a wide range of activities and staff interactions.
- The inspector held discussions with the deputy manager. She sampled some of the setting's documentation, including that relating to safeguarding, staff supervision and children's learning records. The inspector checked evidence of the suitability of all staff working on the premises.

Inspector

Karen Tyas

Inspection findings

Effectiveness of the leadership and management is inadequate

Arrangements for safeguarding are not effective. Staff comply with ratio requirements; however, poor staff deployment has a negative impact on the supervision of children. Their individual needs are not consistently met as a result. All staff understand that smoking is prohibited within the setting. They know the procedure to follow if they have concerns for a child's safety and welfare. However, they are not aware who the designated safeguarding lead person is within the setting. Children are not kept safe at all times. The external gate and main entrance doorway are not kept secure. For example, on the day of inspection a dog gained entry into the setting, which frightened children and potentially put them at risk. The manager does not ensure that staff medication is kept securely and out of reach of children at all times. Her supervision of staff is weak. Staff are not consistently fully supported and underperformance has not been identified or addressed. Staff complete mandatory training and almost all staff hold current paediatric first-aid certificates. However, staff are given few opportunities to enhance their knowledge through a focused programme of professional development. The manager follows thorough recruitment steps when employing staff, but she does not check they remain suitable for their role once in post. The manager does not provide clear expectations for mobile phone use within the setting. She currently provides parents and staff with two contradictory mobile phone policies. She manages the setting's social media account. However, she does not keep all personal information which identifies children secure and confidential. Staff do not consistently record the hours that each child attends the setting. The manager's complaints policy is unclear and does not reflect statutory requirements. She does not always keep full details of complaints. The majority of parents speak favourably about the setting. Staff work in partnership with other professionals to deliver a shared approach to children's learning and care.

Quality of teaching, learning and assessment is inadequate

Children do not consistently benefit from the pre-school room leader's plans to help support them with the transition to full-time education. Toddlers and babies are frequently left in the pre-school room, which is often disruptive to older children. Younger children's learning needs are not consistently met when they are cared for in the pre-school room for extended periods. Overall, staff's enthusiasm helps motivate children to join in with group activities. Children of all ages look at books, sing nursery rhymes and join in with craft activities. However, the systems staff use to assess and monitor children's progress in the toddler room and baby room are inaccurate. This lack of accurate and detailed information means that children's next steps are not based on up-to-date information targeted or focused on supporting them to make the best possible progress.

Personal development, behaviour and welfare are inadequate

Hygiene practices are not embedded into everyday practice. Children are not taught the importance of handwashing following outdoor play. They do not have access to adequate handwashing and drying facilities. Staff manage children's behaviour effectively and they behave well. Children are offered snacks and meals that include some fruit and vegetables and fresh drinking water. Children have regular access to the setting's outdoor play area. They confidently practise their physical skills. Children climb on large foam shapes and enjoy using the swings. Children do not have the security and familiarity of a named key person. This does not support children's emotional well-being.

Outcomes for children are inadequate

Children make slow progress overall in relation to their starting points. They have some opportunities to develop the skills they need for being independent. Children make choices, direct their own play and learn to follow instructions.

Setting details

Unique reference number	EY459762
Local authority	North Yorkshire
Inspection number	1140890
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	1 - 6
Total number of places	33
Number of children on roll	33
Name of registered person	Olive Tree Day Nursery Ltd
Registered person unique reference number	RP910935
Date of previous inspection	13 November 2015
Telephone number	01977 673576

Olive Tree Day Nursery registered in 2013. The nursery opens from Monday to Friday all year round. Sessions are from 7am to 6pm. The nursery employs four members of childcare staff. Of these, three hold a relevant early years qualification at level 3, and one at level 2. The nursery receives funding to provide free early education for two-, three- and four-year-old children.

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