

# Fledglings Day Nursery

25 Oldbury Court Road, Fishponds, Bristol BS16 2HH



<b>Inspection date</b>	3 August 2018
Previous inspection date	13 November 2013

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Inadequate</b>	<b>4</b>
	Previous inspection:	Outstanding	1
Effectiveness of 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

### The provision is inadequate

- The manager has an unrealistic view of the nursery's overall effectiveness and does not recognise the weaknesses. The quality of the provision has deteriorated significantly since the previous inspection.
- The manager, who is also the designated lead for safeguarding, has an inadequate understanding of child protection issues. She does not have the relevant knowledge and skills to provide support, advice and guidance to staff and keep children safe. The manager does not implement the child protection policy or refer concerns about children's welfare that have been raised by staff. This compromises children's safety.
- Staff do not have an adequate understanding of the procedures to follow if they have a concern about a child's welfare.
- The manager and staff do not make effective use of risk assessments to help them identify and minimise hazards to children, especially in the outside area. As a result, children have a number of accidents outside.
- Systems for recording injuries to children are ineffective. As a result, staff are not sure if injuries that have been recorded occurred at the nursery or at home.
- The manager does not ensure the building is suitable for children. For example, the premises are too hot and some lavatories have no seats.
- Staff work with children they do not know and fail to plan activities that meet children's individual needs. As a result, some children do not make the progress they are capable of in their learning and development.

### It has the following strengths

- Parents report that the nursery feels like a family, the staff are friendly and share information about what children do each day.
- Staff in the baby room are attentive and help children settle. For example, they sing when changing nappies. This supports babies' emotional well-being.

## What the setting needs to do to improve further

### To meet the requirements of the early years foundation stage and Childcare Register the provider must:

	Due date
ensure the manager has the appropriate knowledge and skills to lead and manage a staff team effectively and meet the requirements of registration	07/09/2018
ensure the designated lead for safeguarding has the relevant knowledge and skills to carry out her role effectively	31/08/2018
ensure the safeguarding policy and procedure is implemented to keep children safe	31/08/2018
ensure staff have an adequate understanding of the procedures to follow if they have a concern about a child's welfare	24/08/2018
ensure the manager and staff promptly identify and minimise potential hazards to children, especially in the outside area	24/08/2018
ensure records of children's accidents are accurate	24/08/2018
ensure that the premises are suitable for children. In particular, the temperature of the nursery and the lavatories for the two year olds	31/08/2018
improve the key-person system to ensure children's individual needs are met	24/08/2018
improve the quality of teaching to help children make good progress in their learning and development	07/09/2018

### Inspection activities

- The inspection was carried out following concerns raised about the registered provider's ability to meet the requirements of registration.
- The inspectors observed the quality of teaching and the interactions between the staff and children.
- The inspectors met with the manager and spoke with staff and children at appropriate times during the inspection.
- The inspectors scrutinised a range of documentation, including risk assessments, the safeguarding policy and procedures, records of injuries to children and children's learning files.
- One inspector sought the views of parents.
- One inspector completed a joint observation with the manager.

**Inspectors**

Vanessa Redmond  
Samantha Powis

## Inspection findings

### Effectiveness of leadership and management is inadequate

Safeguarding is ineffective. The manager has an inadequate understanding of child protection issues. This has a significant impact on children's welfare and safety. She does not adequately monitor the day-to-day activities or manage and lead the staff team effectively. Although she has recently attended child protection training and updated the safeguarding policy, it has not been implemented effectively. For example, the manager is not familiar with her own written policy about the action to take if there is an injury to a baby. She is not alert to concerns in children's home life. The systems to check that staff have the knowledge and skills to appropriately protect children from harm are ineffective. Staff fail to identify potential concerns about children's welfare. For example, when children have raised concerns with staff about their safety and welfare, this information has not been shared with agencies who have responsibility for child protection. Staff do not keep accurate records about injuries to children and do not always know if accidents have happened at home or in the nursery. The manager and staff do not ensure that the outside area is safe for children. For example, the manager identified that a sharp piece of concrete and splinters in wood, pose a risk to children. However, she has not taken action to remove these hazards or reduce the risk of injury to children. This combination of failures puts children at risk of harm.

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

The quality of teaching is not good enough. Although children are allocated a named member of staff to teach and care for them, that person often works in a different room to the child. As a result, staff do not know what interests children or what they are capable of achieving. Staff do not consistently provide activities that engage children or help keep them motivated to learn. On occasion, staff capture children's interests in activities. However, they fail to respond to the differing needs of the children involved, and gradually some children lose interest.

### Personal development, behaviour and welfare are inadequate

The manager has not ensured that all of the safeguarding and welfare requirements are met, which compromises children's safety and welfare. She does not ensure that the premises are suitable. The rooms are extremely hot and not enough action is taken to reduce the temperature. As a result, staff and children are uncomfortable and there is an increased risk of babies over-heating. The manager is aware that the only two lavatories used by toddlers do not have seats and has taken no action to replace them to ensure children can sit comfortably.

### Outcomes for children are inadequate

Children's learning is significantly hindered due to weak leadership. Children gain some skills to help prepare them for their move to school. However, staff work with children they do not know and fail to plan suitably challenging activities to suit children's individual levels of development. As a result, children do not make the best possible progress in their learning and development.

## Setting details

<b>Unique reference number</b>	106956
<b>Local authority</b>	Bristol City of
<b>Inspection number</b>	10067091
<b>Type of provision</b>	Full day care
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Day care type</b>	Childcare on non-domestic premises
<b>Age range of children</b>	0 - 5
<b>Total number of places</b>	60
<b>Number of children on roll</b>	98
<b>Name of registered person</b>	Malyckyj, Meryl
<b>Registered person unique reference number</b>	RP511831
<b>Date of previous inspection</b>	13 November 2013
<b>Telephone number</b>	0117 9393398

Fledglings Day Nursery registered in 1987 and is based in the Fishponds area of Bristol. The nursery provides funded early education for children aged two, three and four years. The nursery opens Monday to Friday from 8am to 6pm. It is open for 51 weeks of the year. There are 21 staff who work with the children. Of these, 16 have a relevant level 3 qualification.

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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