

Gloria's Day Nursery Ltd

35 West End, Ashwell, BALDOCK, Hertfordshire SG7 5PH



Inspection date	21 August 2018
Previous inspection date	21 April 2015

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Good	2
Effectiveness of 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

The provision is inadequate

- There are significant weaknesses in leadership. The manager has failed to evaluate the provision effectively to ensure that all requirements are met. For example, substantial weaknesses in safeguarding knowledge were not identified prior to inspection.
- Required information was not available at inspection, such as staff's files. The manager is unable to demonstrate that staff are thoroughly vetted and continue to be suitable to work with children.
- Staff do not consistently, accurately or promptly record children's attendance across the setting. This compromises children's safety at times.
- Risk assessments are not robust enough to identify and address any potential risks in the areas children play indoors and outdoors. This puts children's safety at risk.
- Not all staff involved in handling food have completed food hygiene training.
- Staff do not have regular supervisory meetings to identify and support any areas for development.
- Staff do not consistently use assessment information effectively to ensure children make good progress across all areas of learning.

It has the following strengths

- Children are happy here. They settle well and build good bonds with staff and their friends.
- Parents comment positively on the good communication with staff. Staff use a variety of ways to regularly share information on children's care and learning.

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
ensure all staff have secure knowledge of local safeguarding guidelines on how to refer any safeguarding concerns to the relevant authorities regarding children or other members of staff	22/09/2018
develop the manager's and staff's understanding of child protection procedures, including how to identify and report wider safeguarding concerns, with particular regard to the 'Prevent' duty and female genital mutilation	22/09/2018
ensure all required documentation is available at inspection, with particular regard to staff vetting, induction records, suitability checks, disqualification information, training records and professional development	22/09/2018
improve systems to check suitability of staff and validity of staff's qualifications	22/09/2018
record promptly and accurately children's times of attendance consistently across the setting	06/09/2018
develop effective risk assessments to identify potential hazards in the environment and those aspects that need to be checked on a regular basis, and when and by whom they have been checked, to help keep children safe at all times	22/09/2018
ensure all staff involved in preparing and handling food have completed relevant food hygiene training	22/09/2018
improve the arrangements for the supervision of staff to fully develop the use of assessment information to close the gaps in children's learning.	22/09/2018

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

- ensure self-evaluation effectively identifies any areas for improvement to meet statutory requirements and is used to drive forward improvements to the provision and experiences for children
- develop the use of assessment information to effectively shape planning, to fully support children's individual learning needs and close accurately identified gaps in their learning, to help children make better progress.

Inspection activities

- The inspector observed the quality of teaching during activities indoors and outdoors and assessed the impact this has on children's learning.
- The inspector carried out a joint observation of an activity and evaluated this with the manager.
- The inspector discussed children's assessment and the planning. She looked at a range of documents, including the safeguarding procedure.
- The inspector held a meeting with the manager. She discussed the nursery's self-evaluation and checked available evidence of the suitability of staff working within the nursery.
- The inspector spoke to parents during the inspection and took account of their views. The inspector spoke to staff and children when it was appropriate.

Inspector

Becky Williams

Inspection findings

Effectiveness of leadership and management is inadequate

The arrangements for safeguarding are not effective. The manager has not ensured that she and her staff have a secure safeguarding knowledge. Not all staff understand how to report safeguarding concerns. They do not know how to identify or report wider concerns, such as ensuring children are safe from extreme ideas and practices. The manager does not have a clear understanding of how to check the validity of staff's qualifications. Staff's files containing references, inductions and updated information on their suitability to work with children were not present at inspection, although the manager has completed some of the necessary suitability checks and these were available at the time of inspection. Staff receive verbal feedback to improve their practice and have regular team meetings. However, staff do not benefit from regular supervisory meetings to address any areas where they need support. After feedback from parents, staff and children, the manager is currently developing the outdoor learning environment. Partnership working with other professionals is strong. For example, transition reports are prepared to support children with the move to school.

Quality of teaching, learning and assessment requires improvement

Not all staff use assessment information effectively to shape planning, to fully support children's individual learning needs and close any gaps in their learning. This means that children are not consistently helped to make enough progress in all aspects of their learning. That said, staff know the children well and provide a good variety of activities and resources to support children's learning. Staff have some knowledge and understanding of how to support children's learning. Staff naturally introduce mathematical concepts, such as counting, as children work together to build ramps for obstacle courses. Staff follow children's interests and use praise well to encourage a positive attitude to learning. Babies enjoy exploring spoons, pots and trays during a teddy bears' picnic. Staff teach babies to say new words as they explore. Children develop their language and communication skills.

Personal development, behaviour and welfare are inadequate

The weaknesses in safeguarding already identified have an impact on children's safety. However, staff teach children to use resources safely and the importance of wearing helmets on scooters. Children behave well and are kind to their friends. Children clean their hands and help prepare the table for snack. They tell staff about where food comes from and discuss healthy food choices. They enjoy their time at the setting and interact positively with staff and their friends. Children benefit from regular fresh air and outdoor play.

Outcomes for children require improvement

Not all children make strong progress across all aspects of their learning and development because of the weaknesses identified in planning. However, children are engaged and confident during their play. They develop some of the skills and knowledge they need for the next stage in their learning. Older children learn to control their pencils and practice writing their names. Babies enjoy practising their walking in different ways. For example, they follow and kick a large ball. Children's physical skills are supported.

Setting details

Unique reference number	146858
Local authority	Hertfordshire
Inspection number	10060049
Type of provision	Full day care
Registers	Early Years Register
Day care type	Childcare on non-domestic premises
Age range of children	0 - 3
Total number of places	50
Number of children on roll	30
Name of registered person	Gloria's Day Nursery Ltd
Registered person unique reference number	RP523346
Date of previous inspection	21 April 2015
Telephone number	01462 742219

Gloria's Day Nursery registered in 1995. The nursery employs five members of childcare staff. Of these, one holds an appropriate early years qualification at level 3. The manager holds an appropriate qualification at level 6. The nursery opens on Tuesday and Thursday from 7.30am to 5.30pm, and on Monday, Wednesday and Friday from 8am to 5.30pm, all year round. The nursery provides funded early education for three- and four-year-old children.

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