

Day Nursery & Afterschool Club

41 Wilbury Way, Hitchin SG4 0TW



Inspection date

30 October 2018

Previous inspection date

27 April 2018

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Requires improvement	3
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

- Leadership and management are weak. They fail to ensure that staff complete daily safety checks effectively. As a result, children are exposed to hazards in the outdoor area. Additionally, resources left on the floor pose a trip hazard to children and staff.
- Staff do not effectively share updated information about children's dietary requirements. This means that children's health is put at risk.
- Staff do not ensure that the arrival times of the children are recorded accurately. This demonstrates poor practice, and compromises the effective management of the provision.
- Management does not implement effective induction procedures. Staff do not understand their duties or obtain a secure knowledge of wider safeguarding issues. This does not fully support children's welfare.
- Supervision procedures remain ineffective, despite this being raised as an action at the last inspection. Staff receive minimal support or guidance in their role to help them improve their practice.
- The quality of teaching, including the planning of activities, is poor across the nursery. Consequently, children do not make good enough progress in their learning.

It has the following strengths

- Children are settled and form warm relationships with staff, therefore, supporting their emotional well-being.

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 risk assessment procedures are implemented so that children are not exposed to hazards	27/11/2018
ensure all staff understand the safeguarding policy and procedures, including their knowledge and understanding of the 'Prevent' duty, female genital mutilation and the inappropriate behaviours of adults	27/11/2018
deploy staff adequately to ensure they meet children's needs and keep them safe, with specific reference to the pre-school room and outdoor areas	27/11/2018
implement effective induction training that includes information about child protection issues and safety procedures	27/11/2018
implement effective supervision arrangements and coaching for staff to promote good-quality teaching	27/11/2018
ensure resources and routines are organised to support children's safety and well-being	27/11/2018
ensure updated information about children's dietary needs is shared swiftly and appropriately within the nursery	27/11/2018
maintain an accurate daily record of the times of children's attendance.	27/11/2018

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

	Due date
improve the quality of teaching and the planning of activities to ensure all children are consistently engaged in challenging purposeful play across all areas of their learning and development.	30/01/2019

Inspection activities

- The inspectors observed the quality of teaching, general play and routines during activities indoors and outdoors, and assessed the impact this has on children's learning.
- The inspectors talked with the staff and children at appropriate times throughout the inspection.
- The inspectors completed two joint observations of teaching and learning with the manager and the area manager. They held joint discussions with the management team in relation to observations of the children's play, learning and progress.
- The inspectors held a meeting with the management team. They looked at relevant documentation and evidence of the suitability of staff working at the nursery.
- The inspectors spoke to several parents during the inspection and took account of their views.

Inspectors

Elke Rockey

Ann Austen

Inspection findings

Effectiveness of leadership and management is inadequate

Standards in the nursery have deteriorated. Since the last inspection, there have been further changes in the staffing structure. The new management team is beginning to identify weaknesses in the operation of the nursery and staff practice. However, it has failed to implement improvements swiftly enough to raise the quality of care and learning. For example, despite a visit from Ofsted in the summer, staff still lack sufficient knowledge of wider safeguarding issues. Safeguarding is not effective. Staff do not complete the required risk assessments of the outdoor area to ensure it is well prepared and safe for children to play in. On the day of inspection, a divider fell onto a young child while they were playing in the garden. Staff deployment in the large pre-school room is disorganised. Staff fail to communicate with one another and, as a result, children's needs are not effectively met. Leaders initiate meetings with staff to discuss their work. However, this is having little impact on the overall quality of teaching. Appropriate recruitment procedures are in place to ensure new staff are suitable. Staff know how to refer concerns about children's welfare should they have a concern.

Quality of teaching, learning and assessment is inadequate

The quality of teaching across the nursery is poor, and children do not make good enough progress. For example, staff in the pre-school room ask mundane questions, and do not challenge children's thinking. As a result, children are not actively involved in purposeful activities that extend their knowledge and ideas. Older children quickly lose interest and run around, which means noise levels rise. Staff are beginning to make observations and assessments of the children. However, this information is not effectively used to plan and support children's individual developmental needs or help them to address any gaps in their learning in a timely manner. Nevertheless, children demonstrate that they enjoy their time at the nursery. The more experienced and qualified staff demonstrate an ability to follow children's interests. For example, in the garden, children pretend to walk the plank on a pirate ship. This results in staff encouraging children to make a sail for their ship and to sing songs about the ocean, supporting their imaginative skills. Staff sing to children across the nursery, which supports children's developing language skills.

Personal development, behaviour and welfare are inadequate

Breaches of the statutory requirements compromise children's welfare, and their learning and development. Children have access to a range of age-appropriate resources. However, this is not effectively organised to sustain the children's enjoyment and safety. Staff carry babies over areas where toys are tripping hazards. Young babies are able to pull heavy wooden items from the shelf and older children access the toilets close to a staircase unsupervised. The procedure for updating any changes to information about children's dietary needs is ineffective. This means not all staff and leaders know about all children's allergies and intolerances. This poses a risk to children's health. Information about children's daily care is exchanged between staff and parents, supporting children's daily routines. Children are physically active and enjoy regular opportunities to experience outdoor play. They have opportunities to move their bodies in a variety of ways. For example, they climb up the steps of the slide and walk on balance beams.

Outcomes for children are inadequate

Children are not provided with appropriate, challenging and inspiring activities to meet their individual learning needs. Weaknesses in the overall quality of teaching mean that children do not make the best progress towards the next stage of their learning. Children do not always receive the support from staff they need. For example, they give up on learning new skills, such as putting on their own coats, particularly when they receive little support or encouragement.

Setting details

Unique reference number	EY540771
Local authority	Hertfordshire
Inspection number	10078147
Type of provision	Full day care
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	Childcare on non-domestic premises
Age range of children	0 - 11
Total number of places	180
Number of children on roll	190
Name of registered person	Bluebells Childminders Ltd
Registered person unique reference number	RP540770
Date of previous inspection	27 April 2018
Telephone number	01462433991

Day Nursery & Afterschool Club registered in 2016 and operates under Bluebells Childminders Ltd. The setting employs 29 members of childcare staff. Of these, 19 hold appropriate early years qualifications at level 2 or above, including three with qualifications at level 6. The setting opens Monday to Friday from 7am until 7pm.

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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