

Willow Park Day Nursery

Willow Street, SOWERBY BRIDGE, West Yorkshire HX6 2BU



Inspection date	21 November 2018
Previous inspection date	31 March 2016

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		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 nominated individual's and the manager's knowledge of changes that must be notified to Ofsted is weak.
- Staff, including children's key persons, are not deployed effectively to guarantee that children's care and learning are specifically tailored to ensure their unique individual needs are met.
- Procedures to support and coach staff are not good enough and do not help the manager identify and address weaknesses in relation to staff practice.
- The quality of teaching is variable, which results in activities that are not challenging enough to enable children to make good progress.
- Staff do not support children to develop good communication skills, particularly for those children who speak English as an additional language.

It has the following strengths

- Staff provide children with healthy meals and snacks, and daily opportunities for fresh air and exercise as they play in the outside area.
- Staff have developed positive relationships with parents. Regular sharing of information helps parents to be involved in the nursery.

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
develop knowledge and understanding of changes that must be notified to Ofsted	05/12/2018
make sure all staff are consistently well deployed to provide good-quality care and learning opportunities that meet the unique individual needs of all children	05/12/2018
improve the role of the key person to ensure that every child's care is tailored to meet their individual needs	05/12/2018
develop effective procedures to support and coach staff to help drive improvements in the quality of teaching and ensure high standards are consistently maintained	05/12/2018
improve the quality of staff interactions with children and provide challenging and enjoyable activities that help all children to make good progress	05/12/2018
improve the support for children to enhance their communication skills, and provide opportunities for children to develop and use their home language during play.	05/12/2018

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 spoke with staff and children during the inspection.
- The inspector completed a joint observation with the nursery manager.
- The inspector held a meeting with the nursery manager. She looked at relevant documentation and evidence of the suitability of staff working in the nursery.
- The inspector spoke to a number of parents during the inspection and took account of their views.

Inspector

Lindsay Dobson

Inspection findings

Effectiveness of leadership and management is inadequate

Safeguarding is not effective. Staff-to-child ratios are monitored by the manager and maintained at a suitable level. However, poor staff deployment means, at times, there are insufficient staff working with specific groups of children to meet their unique individual needs, including children with special educational needs and/or disabilities. The nominated individual does not have a secure knowledge of when to make a notification to Ofsted. She has failed to inform Ofsted of changes to the premises that affect the space and quality of childcare available to children. Staff are aware of the procedures to follow if they have concerns about a child in their care and they have recently completed some update training in child protection, including wider safeguarding issues. Child protection policies and procedures are in line with the Local Safeguarding Children Board and understood by staff. Complaint procedures are in place, and complaints are investigated and timely responses provided. Additionally, changes to procedures are implemented following complaint investigations, for example, there are improved nappy-change recording procedures in place. Risk assessments are in place for the nursery and for the outings undertaken with children. These have also been reviewed to promote children's safety further, for example, when collecting children from school. Since the last inspection, the nursery has experienced periods of instability due to changes in management and staffing. The manager is working hard with the staff team to prioritise areas for improvement. There are clear action plans for identified improvements to be made, for example, through professional development opportunities for staff and further staff recruitment. However, these are not yet effective. The manager is not providing current staff with the required support or guidance they need to improve the overall quality of teaching and some working practices, which are weak. Information and records relating to children and staff are suitably organised in a locked office.

Quality of teaching, learning and assessment is inadequate

Staff set out the playrooms with a range of resources and activities for children. Although all staff hold childcare qualifications, inconsistencies in the quality of teaching mean that qualifications do not ensure staff have a positive impact on children's learning. Some staff do not demonstrate a secure enough knowledge of how children learn. They do not understand children's differing abilities or how they can sustain children's interest in activities to challenge and support their learning. For example, pre-school children play a matching card game. Interaction from staff is minimal and they have not considered ways to promote children's communication skills, particularly for those children who speak English as an additional language. This has a significant impact on children's progress and does not promote inclusive practice. Most staff working with babies and younger children demonstrate a clearer knowledge of their key children and provide activities to promote their ongoing development. However, the poor deployment of staff and lack of support from the manager when requested have a negative impact on staff ability to meet children's unique needs and ensure at least good-quality care and learning.

Personal development, behaviour and welfare are inadequate

Staff do not promote children's safety and welfare. Some care practices are not effective

as they do not support children's emotional well-being or consistently meet their needs. For example, due to poor deployment of staff, key persons are not always working with their key children as they are covering in other areas of the nursery. Staff manage children's behaviour in an appropriate way and provide them with positive praise. Accident and medication procedures are suitably followed, and records are reviewed by the manager. Children learn about their local community on outings and some festivals are explored to introduce them to aspects of diversity and the wider world.

Outcomes for children are inadequate

Children do not make good enough progress in their learning because staff do not guide or support their learning effectively. Staff assess children's learning, however, the weaknesses in teaching mean that staff are not consistently targeting specific learning opportunities and children are not motivated to engage fully. Children are not prepared for the next stage in their development and the eventual move on to school. However, children do experience some opportunities to develop their independence. For example, they make choices about their play, select resources for themselves and where possible serve themselves with meals and snacks.

Setting details

Unique reference number	EY374168
Local authority	Calderdale
Inspection number	10084617
Type of provision	Full day care
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	
Age range of children	0 - 7
Total number of places	54
Number of children on roll	30
Name of registered person	Kindergarten (North West) Limited
Registered person unique reference number	RP528065
Date of previous inspection	31 March 2016
Telephone number	01422 839834

Willow Park Day Nursery registered in 2008 and is located in Sowerby Bridge, West Yorkshire. The nursery employs nine members of childcare staff. Of these, all hold appropriate early years qualifications at level 2 and above, including the manager who holds a qualification at level 5. The nursery opens all year round from Monday to Friday, except for bank holidays and a week at Christmas. Sessions are from 7.30am 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.

Any complaints about the inspection or the report should be made following the procedures set out in the guidance *Complaints procedure: raising concerns and making complaints about Ofsted*, which is available from Ofsted's website: www.ofsted.gov.uk. If you would like Ofsted to send you a copy of the guidance, please telephone 0300 123 4234, or email enquiries@ofsted.gov.uk.

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence/, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk

This publication is available at www.ofsted.gov.uk/resources/120354.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: www.ofsted.gov.uk/user.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 4234
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.ofsted.gov.uk

