

# Bear Hugs Day Nursery

## 2

104 Waverley Road, LONDON SE18 7TJ



<b>Inspection date</b>	16 November 2018
Previous inspection date	Not applicable

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Inadequate</b>	<b>4</b>
	Previous inspection:	Not applicable	
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 leaders of the setting do not make sure that staffing arrangements are effective. This means that there are not enough staff available to provide children with adequate support and to actively engage them in purposeful learning.
- The staff induction procedures are ineffective, and, as a result, not all staff are clear about their roles and responsibilities.
- Staff do not accurately record children's attendance.
- The key-person system is ineffective. Some children have frequent changes to their key person and parents are not consistently kept up to date about these changes.
- The younger children attending the setting do not have the opportunity to access planned daily outdoor activities.
- Staff do not consistently manage all aspects of children's behaviour appropriately. Although self-evaluation is conducted, it does not identify all weaknesses. These weaknesses compromise children's welfare and are breaches of the Early Years and Childcare Register requirements.

### It has the following strengths

- Children are happy and content. They play with their friends and explore the resources available to them.
- Leaders follow safe recruitment procedures to help ensure that only staff who are suitable work with the children.
- Staff are friendly and caring. Older children enjoy fresh air and exercise during outdoor play, promoting their health and 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 staffing arrangements are effective and meet children's individual learning needs	28/12/2018
implement effective induction procedures and provide appropriate staff supervision to ensure all staff are clear about their roles and responsibilities and develop their personal effectiveness, such as implement all policies and procedures effectively and offer children quality learning experiences	28/12/2018
ensure children's attendance is recorded accurately and maintained, containing the names of the children being cared for on the premises and their actual hours of attendance	28/12/2018
ensure that the key-person system effectively supports children's learning and engages parents in their child's development	28/12/2018
ensure all children have daily access to planned outdoor activities, particularly the younger ones, to provide an all-round learning environment that meets their individual needs	28/12/2018
ensure all staff consistently manage all aspects of children's behaviour appropriately	28/12/2018
ensure that staff are competent enough to prepare and provide children with food that meets their dietary requirements as well as understand the setting's policies and procedures.	28/12/2018

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

- make effective use of self-evaluation to identify all weaknesses in practice and rectify all breaches in requirements, to improve the quality of the provision.

### Inspection activities

- The inspection was carried out following the risk assessment process.
- The inspector conducted a joint observation with the manager in the different rooms and evaluated the practice.
- The inspector had a tour of the premises. She observed children playing, and interactions between the children and staff.
- The inspector checked evidence of the suitability of staff working in the provision and sampled other documentation, including policies and procedures to safeguard children's welfare.
- The inspector held meetings with the managers and the nominated individual. She also spoke to staff members during the inspection at appropriate times. The inspector took account of the views of parents through discussion.

**Inspector**

Anja Eribake

## Inspection findings

### Effectiveness of leadership and management is inadequate

Leaders have not identified all weaknesses, which means that the previous good quality of the provision has not been maintained. For instance, staff deployment is weak and has a negative impact on the children's learning. Additionally, the key-person system is ineffective. The managers observe staff and have supervision meetings, but new staff and those who come to cover do not receive effective guidance and support to know what is expected of them. They are not aware of the setting's policies and procedures, especially the emergency evacuation procedure and the procedures to ensure children's dietary requirements are met. This puts children at potential risk. Safeguarding is not effective. The attendance register is not kept accurately to provide staff with the names of the children being cared for on the premises and their hours of attendance. However, staff have a suitable knowledge about child protection, including signs that help identify any concerns about a child's safety and welfare.

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

Due to the weakness in staff deployment, teaching is not consistently strong. Some staff do not know the children well enough to provide them with adequate support in their learning. Although key persons plan activities for their children, incorporating their next steps in learning to help them make progress, those staff caring for the children do not support them in their play as they are not familiar with the planning and the children. This results in children becoming disengaged and not making the progress of which they are capable. However, children are provided with resources and activities appropriate for their age which they enjoy exploring. Children in each room have some opportunities to build, using their imagination. However, teaching only happens spontaneously, depending on the availability of the staff.

### Personal development, behaviour and welfare are inadequate

Not all children have access to fresh air. Children settle in well and get familiar with the environment. However, daily routines become chaotic due to poor staff deployment. For example, children are asked twice to wash their hands, which has a negative impact on their self-esteem and confidence. This also means that staff give children mixed messages, such as when they give three instructions at the same time, which are difficult for the children to follow. This has a negative impact on children's behaviour. Children run around and are not aware of expectations. However, children are supported with their self-care skills, such as washing their hands before meals, and they are encouraged to use the toilet independently.

### Outcomes for children are inadequate

Due to inconsistencies in teaching, not all children make the progress of which they are capable. Some parents state that they are not sure about the progress their children have made since starting the setting. However, the managers have made positive changes to monitor children's development more accurately. Some children do gain some skills that aid their learning and help to prepare them for the move to school. For example, some of the older children solve little problems during their role play independently.

## Setting details

<b>Unique reference number</b>	EY537333
<b>Local authority</b>	Greenwich
<b>Inspection number</b>	10084465
<b>Type of provision</b>	Full day care
<b>Registers</b>	Early Years Register
<b>Day care type</b>	
<b>Age range of children</b>	0 - 4
<b>Total number of places</b>	67
<b>Number of children on roll</b>	63
<b>Name of registered person</b>	Bear Hugs Day Nursery Limited
<b>Registered person unique reference number</b>	RP537331
<b>Date of previous inspection</b>	Not applicable
<b>Telephone number</b>	02088559975

Bear Hugs Day Nursery 2 re-registered in 2017. It is located in the London Borough of Greenwich. The nursery operates each weekday from 7am to 7pm all year round, except for bank holidays and a week at Christmas. The nursery employs 13 members of staff. Of these, one holds a qualification in education at level 6, six hold qualifications at level 3, two staff are qualified at level 2, and four staff are unqualified. The nursery receives funding to provide free early education for two-, three- and four-year-old children.

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