

Free To Be Day Nursery

Gateway, 46 Chase Road, Southend On Sea SS1 2RE



Inspection date	12 December 2018
Previous inspection date	Not applicable

The quality and standards of the early years provision	This inspection: Previous inspection:	Inadequate Not applicable	4
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 provider fails to check the suitability of all staff and this means they work without the required Disclosure and Barring Service (DBS) check. This compromises children's safety. There is no named deputy to take charge in the absence of the manager and the provider does not keep a daily record of children's attendance.
- Staff do not manage children's behaviour appropriately. They do not implement the behaviour management procedure consistently. This means children do not gain a sufficient understanding of appropriate ways to behave.
- Staff do not implement an effective safeguarding policy. They are not aware of the procedure to follow, for example, if an allegation is made against a staff member. Staff's understanding of the 'Prevent' duty guidance is weak. Additionally, the manager does not adhere to procedures regarding staff's personal use of mobile phones. This has a negative impact on children's welfare.
- The manager is not effective in monitoring staff's teaching and does not support their professional development. This means the quality of teaching is very poor.
- Children do not enjoy a sufficient balance of adult-led learning and child-initiated play. Staff do not offer activities and experiences that motivate children, encourage their independence or extend their learning. Staff fail to plan activities based on children's individual development and they do not identify or incorporate children's next steps in learning. This means children make limited progress.
- Staff fail to complete the required progress check for children between the ages of two and three years. This means they are unable to identify children's strengths, or narrow gaps in areas where their progress is less than typical.
- Children do not have daily access to outdoor activities. This affects opportunities for them to understand the importance of a healthy lifestyle and enjoy fresh air and exercise.

It has the following strengths

- Staff form appropriate partnerships with parents and share some information about children's care needs.

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 that appropriate DBS checks have been completed for all staff, and maintain a record of when the check was made and by whom	27/12/2018
ensure that arrangements are in place so that an appropriately qualified and capable deputy is able to take responsibility for the setting in the absence of other managers	27/12/2018
ensure that a daily record of the names of the children being cared for on the premises and their hours of attendance is maintained	27/12/2018
implement appropriate procedures for managing children's behaviour and ensure that staff follow these consistently	09/01/2019
ensure that all staff have sufficient knowledge and understanding of the safeguarding policy and safeguarding issues, including the 'Prevent' duty, so that they are able to identify and take appropriate action should concerns arise regarding a child or an allegation is made against another member of staff	09/01/2019
ensure that the policy regarding the use of mobile phones is understood and implemented at all times	09/01/2019
improve arrangements for the supervision of staff, to provide support, coaching and training that ensures children receive a good-quality learning and development experience, in particular with regard to ensuring that any training is embedded in staff's practice	27/12/2018
ensure that all children have daily access to the outdoor play area.	09/01/2019

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

	Due date
provide parents and/or carers with a short written summary of their child's development in the prime areas, and this progress check must identify the child's strengths, and any areas where the child's progress is less than typical	09/01/2019
ensure that each child's individual needs, interests and stage of development are assessed effectively and use the information gained to plan appropriate, challenging and enjoyable experiences for all children	09/01/2019

improve the use of ongoing observations and assessments to review children's learning and development and incorporate children's individual next steps in learning into activities and experiences.	09/01/2019
---	------------

Inspection activities

- The inspector observed the quality of teaching during activities indoors and assessed the impact this has on children's learning.
- The inspector spoke with staff and children at appropriate times throughout the inspection.
- The inspector completed a joint observation with the nursery manager and together they evaluated the quality of teaching.
- The inspector held a meeting with the nursery manager. She looked at relevant documentation and reviewed 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

Jo Rowley

Inspection findings

Effectiveness of leadership and management is inadequate

Safeguarding is not effective. The provider fails to ensure that all staff working directly with children are suitable to do so. For example, the provider has not verified that up-to-date DBS checks are in place for all staff. The recruitment and induction procedures are not robust. Staff, including those in charge of the nursery in the absence of the manager and deputy, are not sufficiently aware of the safeguarding procedures to be followed in the event of an allegation being made. In addition to this, staff's knowledge and understanding of how to protect children from extreme views or actions is weak. Staff do not record children's hours of attendance. This compromises children's safety in the event of an emergency evacuation or incident. Staff's recognition and awareness of reporting signs of abuse or neglect to the provider are appropriate. They know where to access the details for contacting the required professionals, if concerns arise. However, staff use their personal mobile phones to update children's learning journals. This is not a robust implementation of the safeguarding policy and procedure. Staff speak to other providers, such as school teaching staff, during the drop off and collection of school-aged children. This supports a joined-up approach to children's care. Parents speak positively about the partnerships they have with staff. They comment on the daily feedback they receive about their children's time at the nursery.

Quality of teaching, learning and assessment is inadequate

Staff demonstrate a poor knowledge and understanding of how children learn. This means children do not engage in activities and experiences that stimulate them. Staff do not plan appropriately for the next steps in children's learning. They fail to deliver planned or purposeful learning opportunities that challenge children. Staff do not reflect on children's individual abilities, needs or stage of development, and they identify children's next steps to be very similar. This has a negative impact on children and results in them making limited progress. Staff's understanding of the learning and development requirements is not adequate to ensure that children are motivated. Despite this, staff interact with children as they play. For example, staff read stories to young children and join in with their play as children use a range of items in the water tray. Young babies have space to move around. Staff support their imaginative skills as they explore a suitable range of resources in the role-play area. Staff complete some observations of children. They update and assess children's progress when time allows. However, staff fail to complete the required progress check for some children. This means they are unable to narrow gaps in areas of learning where some children's progress is less than typical.

Personal development, behaviour and welfare are inadequate

The weaknesses in leadership and management mean that children's welfare and safety are not assured. Staff do not manage children's behaviour appropriately. They do not implement the nursery's behaviour management procedure and they do not support children to learn right from wrong. For example, children are constantly told 'no thank you' when they display unwanted behaviour. This means they do not learn appropriate consequences for their actions. Staff's lack of purposeful interaction means that children are not engaged in activities and often wander aimlessly between resources. Sometimes,

when older children show unwanted behaviour, staff encourage them to use a sand timer and help them to work things out for themselves. When children do this, staff praise them appropriately. Most children do not have access to daily outside activities. This affects opportunities for them to develop their physical skills and has a negative impact on their general health and well-being. Nevertheless, staff attend to children's care needs appropriately.

Outcomes for children are inadequate

Significant weaknesses in teaching and learning mean that children do not make sufficient progress in gaining the important skills needed for their next stage of learning or their eventual move on to school. Staff's poor understanding of the learning and development requirements, including planning, means that children's individual learning needs are not being met.

Setting details

Unique reference number	EY552308
Local authority	Southend-on-Sea
Inspection number	10087035
Type of provision	Full day care
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	
Age range of children	0 - 11
Total number of places	30
Number of children on roll	42
Name of registered person	Free To Be Day Nursery Ltd
Registered person unique reference number	RP552307
Date of previous inspection	Not applicable
Telephone number	01702 875079

Free To Be Day Nursery registered in 2017 and is located in Southend On Sea. The nursery employs nine members of childcare staff. Of these, eight hold appropriate early years qualifications at level 2 and above. The nursery opens Monday to Friday from 7am until 6.30pm, all year round. It 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

