

# Nightingales Day Nursery

382 Bowthorpe Road, Norwich, Norfolk NR5 8AG



## Inspection date

8 February 2019

Previous inspection date

4 July 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

### This provision is inadequate

- The provider's capacity to improve is limited. He has failed to ensure that the nursery consistently meets the requirements of the early years foundation stage, despite previous enforcement action from Ofsted.
- Staffing arrangements do not meet the needs of the children, particularly at the beginning of the day, when staff are off sick or during the school holidays.
- On occasions, there is no named deputy who is capable and qualified to take charge in the manager's absence.
- Supervision arrangements of the manager are weak. The provider does not effectively monitor the manager's practice or demonstrate a suitable understanding of how to improve practice.
- Some staff's knowledge and understanding of safeguarding issues and of the 'Prevent' duty guidance are weak.
- Meals are not well planned to ensure that they are healthy, balanced and nutritious and that they meet the needs of children with special dietary requirements.
- Monitoring of the educational programme by the manager does not ensure that assessments are consistently accurate and that parents are provided with sufficient information about their children's learning.
- Children who speak English as an additional language are not effectively supported to develop their home language in play and learning.

### It has the following strengths

- The staff provide a welcoming and stimulating indoor environment, where children are supported to explore and experiment with a wide range of resources and materials.

## 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 staffing arrangements meet the needs of all children and ensure that staff are deployed effectively to ensure children's needs are met	28/02/2019
ensure that there is a named deputy, who is capable and qualified to take charge in the manager's absence	28/02/2019
ensure that supervision arrangements, specifically for the manager, are effective and provide opportunities for the individual to discuss any issues, identify solutions to address issues as they arise and receive coaching to improve their personal effectiveness	18/03/2019
ensure all staff understand the safeguarding policy and procedures and that they have an up-to-date knowledge of safeguarding issues, including the 'Prevent' duty guidance	18/03/2019
ensure that all meals are healthy, balanced and nutritious and that children with special dietary requirements are not disadvantaged when planning and delivering menus	18/03/2019
improve information that is available for parents, keep them informed about daily routines and provide them with further support to share learning at home with their children.	18/03/2019

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

	Due date
provide children whose home language is not English with opportunities for them to use their home language in play and learning, supporting their language development at home.	18/03/2019

## Inspection activities

- The inspector observed the quality of teaching during indoor and outdoor activities and assessed the impact this has on children's learning.
- The inspector spoke with the manager, staff and children during the inspection.
- The inspector completed a joint observation with the manager.
- The inspector held a meeting with the manager. She looked at relevant documentation and evidence of the suitability of staff working in the nursery.
- The inspector spoke to a sample of parents during the inspection and took account of their views.

**Inspector**

Dawn Pointer

## Inspection findings

### Effectiveness of leadership and management is inadequate

The provider's capacity to improve is limited. He has failed to ensure that the nursery consistently meets the requirements of the early years foundation stage, despite previous enforcement action from Ofsted. There has been a change to management since the last inspection. At present, members of the current staff team are acting up as a temporary arrangement to the position of manager and deputy. On the day of the inspection, no children under the age of two years were present and, as a result, the baby and toddler room were not open. Staffing arrangements do not meet the needs of the children, particularly at the beginning of the day, when staff are off sick or in the school holidays. As a result, at these times, there is no named deputy who is capable and qualified to take charge in the manager's absence and the key-person system becomes insecure. Safeguarding is not effective. All staff hold child protection and first-aid certificates. However, some staff, including those in charge of the nursery in the absence of the manager and deputy, do not demonstrate a secure knowledge and understanding of all child protection issues and how to protect children from extreme views or actions. The manager and staff have worked hard to address the actions set at the last inspection and previous Ofsted visits. Staff receive regular supervision. However, supervision of the manager is weak. The provider does not understand how to effectively monitor the manager's practice or how to identify solutions to address issues as they arise. Despite this, since the last inspection, the temporary manager has attended a range of training courses to improve her knowledge of the early years foundation stage. Further training has been identified and planned for staff. The manager is beginning to monitor the educational programme. However, this is not yet effective, as not enough is being done to ensure that assessment is consistently accurate and children who speak English as an additional language are supported to develop their home language in play and learning. Effective risk assessments are in place to ensure that children play in a safe and clean environment.

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

The weaknesses in the leadership and management have an impact on the quality of teaching. Staff are not always available to speak with parents as they arrive to collect their children, as at times they work alone and are busy supervising the children. Parents and carers are not currently provided with good opportunities to find out about how their child is progressing or given ideas of how they can support their children's learning at home. Despite this, the learning environment indoors is inviting and well resourced. Staff teach the basics well. They observe and assess children's progress, and use these observations to plan next steps in learning. They plan, present and deliver a broad range of activities indoors, which capture and sustain children's interests for periods of time. Staff follow children's interests well and make good use of naturally occurring opportunities to challenge and extend children's learning. For example, they helped children to gather fallen twigs from outside and supported them to build a house of sticks, so that they could have a go at blowing them down in accordance with a familiar nursery rhyme.

### Personal development, behaviour and welfare are inadequate

Children enjoy some healthy snacks but main meals are not suitably balanced or nutritious to meet children's needs. Children with special dietary requirements are not consistently provided with a suitable protein alternative when they cannot eat the main ingredient. Despite this, mealtimes and snack times are social occasions where children sit with a member of staff and talk about the weather and recall the day of the week. Throughout the day, staff support children and give lots of praise and recognition. As a result, children are encouraged to have a go at activities and explore and experiment freely. Children behave well as staff provide them with clear guidance on what is expected. Children have daily opportunities to play outside in the fresh air. They peddle and push themselves on tricycles and weave round cones, but further opportunities for children to play outside are limited as parts of the garden are currently out of use.

### **Outcomes for children are inadequate**

Weaknesses in the leadership and management, and inconsistent staffing arrangements, do not help children to make the best progress in their learning. Despite this, children are learning some new skills ready for school. They learn to cut safely with scissors and build tall structures with bricks. They learn the meaning of new words, such as 'thermometer' and 'stethoscope' when they play imaginatively in the doctor's role-play area, and join in with familiar phrases when they play 'What's the time Mr Wolf'.

## Setting details

<b>Unique reference number</b>	EY239968
<b>Local authority</b>	Norfolk
<b>Inspection number</b>	10091536
<b>Type of provision</b>	Childcare on non-domestic premises
<b>Registers</b>	Early Years Register, Compulsory Childcare Register
<b>Day care type</b>	Full day care
<b>Age range of children</b>	1 - 4
<b>Total number of places</b>	45
<b>Number of children on roll</b>	18
<b>Name of registered person</b>	Kausar, Mubarik Hussain
<b>Registered person unique reference number</b>	RP513628
<b>Date of previous inspection</b>	4 July 2018
<b>Telephone number</b>	01603 453104

Nightingales Day Nursery registered in 2002 and is located in Norwich. The nursery employs seven members of childcare staff, five of whom hold appropriate early years qualifications at level 3 and two at level 2. The nursery opens Monday to Friday for 50 weeks of the year. Sessions are from 8am until 6pm. The nursery provides funded early education for 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.

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