

<b>Inspection date</b>	26 February 2019
Previous inspection date	Not applicable

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b> Previous inspection:	<b>Inadequate</b> Not applicable	<b>4</b>
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 does not ensure that the required adult-to-child ratios are met at all times. In addition to this, staff are not always deployed effectively to meet the needs of the children.
- Children good health is not promoted well enough. Staff do not always obtain written permission from parents before administering medication to their children.
- Risk assessments are ineffective. Children are able to access small items that pose a choking hazard. This specifically refers to bark chippings in the garden.
- The key-person system is not effective. Some staff are unsure about the details relating to children in order to be able to support their next steps in learning.
- Newly introduced systems for observing, assessing and planning for individual children are not fully implemented by all staff. This means that children do not make enough progress to ensure they are well prepared for their move to school.

### It has the following strengths

- Children behave well. Staff act as good role models and provide children with appropriate and gentle reminders. Children learn to share, take turns and play cooperatively.

## 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 the appropriate ratio requirements are consistently met to ensure children's safety	05/03/2019
ensure staff are deployed effectively to meet the needs of all the children	05/03/2019
ensure staff obtain written parental consent prior to administering medication to children	27/02/2019
improve risk assessments to minimise potential hazards in the environment	12/03/2019
improve the key-person system to ensure continuity in children's care and learning.	12/03/2019

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

- continue to embed the new systems for planning and ensure staff have a good understanding to enable them to support all children to make good progress in their learning.

### Inspection activities

- Ofsted carried out this inspection as a result of a risk assessment, following information it received about this provider.
- The inspector observed staff engaging with children in a range of activities.
- The inspector completed a joint observation with the provider.
- The inspector held a meeting with the provider. She looked at relevant documentation, including evidence of the suitability of staff working in the nursery.
- The inspector spoke to children, staff and parents during the inspection and took account of their views.

### Inspector

Amanda Tompkin

## Inspection findings

### Effectiveness of leadership and management is inadequate

The arrangements for safeguarding are not effective. The provider does not ensure there are enough staff present in the nursery to adequately care for the children. Staff are not always deployed effectively to meet the needs of children, and this results in babies becoming upset and having to wait for comfort and reassurance. In addition to this, risk assessments are ineffective. Staff do not identify and ensure babies are not able to access items that present a choking hazard. Babies are put down to sit on the bark chippings in the garden where they repeatedly attempt to place small pieces of bark in their mouth. This compromises children's safety and welfare. Having said this, leaders and staff are knowledgeable about the procedures to follow should they have concerns about children's welfare. Staff now receive supervision sessions and have attended mandatory training. However, this has not resulted in the quality of teaching reaching a good standard. Self-evaluation is not effective and does not help identify weaknesses within the provision.

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

Although leaders and managers have recently started to observe and plan for children's individual needs, this is in the very early stages of development and not fully understood by all staff. Weaknesses in the key-person system mean that staff do not always know children well-enough to have a secure understanding of children's learning needs. This means that activities planned do not always interest or challenge children, resulting in some children becoming bored and distracted. Nevertheless, staff do provide some activities that children enjoy. Pre-school children enjoy using their fingers to manipulate dough into different shapes. Babies enjoy exploring the different textures of sand and water.

### Personal development, behaviour and welfare are inadequate

Weaknesses in safeguarding practice mean children's safety and welfare are not assured. Although staff receive verbal permission from parents to give medication to their children, they do not always obtain the prior written permission that is required. However, children experience daily opportunities to play outdoors where they benefit from fresh air and exercise. Staff follow good hygiene routines and teach children the importance of good handwashing routines. Parents speak positively about the nursery. They say that their children enjoy attending and are happy in the care of the kind and caring staff.

### Outcomes for children are inadequate

Due to the weaknesses in the quality of teaching, children do not make good progress. Staff do not provide them with appropriate activities to meet their individual learning needs. That said, children are gaining independence. They enjoy initiating their own imaginative play as they pretend to make food and drinks for their friends, staff and visitors.

## Setting details

<b>Unique reference number</b>	EY548612
<b>Local authority</b>	Worcestershire
<b>Inspection number</b>	10095186
<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>	0 - 4
<b>Total number of places</b>	56
<b>Number of children on roll</b>	63
<b>Name of registered person</b>	Cockrell, Gemma Elizabeth
<b>Registered person unique reference number</b>	RP515825
<b>Date of previous inspection</b>	Not applicable
<b>Telephone number</b>	01386422414

Avon Nursery registered in 2017. The nursery employs eight members of childcare staff. Of these, six hold appropriate early years qualifications at level 3, and two at level 6. The nursery opens from Monday to Friday, closing on bank holidays and for one 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.

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