

Queensbury Private Day Nursery Limited

92 High Street, Queensbury, Bradford, West Yorkshire BD13 2PD



Inspection date

9 April 2019

Previous inspection date

Not applicable

The quality and standards of the early years provision

This inspection:

Inadequate

4

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 manager does not ensure that staff, including key persons, know where emergency prescription medication is stored for children who have severe allergies.
- The manager does not ensure that all staff understand the safeguarding policy. She also does not ensure that staff follow the nursery procedures for the use of mobile phones when on outings. Some staff are not aware of the procedures to follow if they are concerned about the behaviour of a colleague or the manager.
- The manager does not deploy staff effectively. Staff are constantly moved to work in different rooms and other settings. At times, unqualified trainees are left alone with babies and children.
- Staff and key persons do not help babies and young children to build strong relationships with them. Some babies and young children are unhappy and do not settle well. Parents are not consistently made aware of who their child's key person is and they are not always given the information they need when their child's key person suddenly leaves the nursery.
- Staff do not consistently promote healthy lifestyles and do not always provide children with healthy and nutritious food and snacks. They also do not ensure that babies enjoy play and learning experiences outdoors each day.
- The manager does not support staff to raise the quality of teaching effectively. Staff do not use their observations and assessments well enough to plan for children's learning. Staff do not support children who speak English as an additional language effectively.

It has the following strengths

- Staff in the pre-school room read stories throughout the day. Children listen well, develop their knowledge of a range of stories and develop an interest in books.

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 |
|---|------------|
| provide training for staff to ensure that they can competently and confidently administer allergy emergency medication and ensure that staff know where emergency medication is stored | 30/04/2019 |
| ensure that staff who are in sole charge of children on outings hold a current paediatric first-aid qualification | 30/04/2019 |
| provide effective training for staff so that they are able to identify the possible signs of abuse and neglect and understand the procedure to follow should they be concerned about a colleague, including the manager | 30/04/2019 |
| implement the setting's safeguarding policies and procedures at all times, including the use of mobile phones | 30/04/2019 |
| deploy staff effectively to ensure that babies, toddlers and young children are well supported at all times | 30/04/2019 |
| improve the key-person system to ensure that the care provided is tailored to meet each child's individual emotional development, care and learning needs | 30/04/2019 |
| provide staff with effective supervision, coaching and training to help raise the quality of teaching to a consistently good level | 30/04/2019 |
| improve induction to ensure that staff and trainees understand their role and responsibilities | 30/04/2019 |
| provide children with meals and snacks that are healthy and nutritious | 30/04/2019 |
| ensure that babies enjoy activities and experiences outdoors each day. | 30/04/2019 |

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

| | Due date |
|---|------------|
| provide children who speak English as an additional language with sufficient opportunities to help them develop their English speaking skills | 30/04/2019 |

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| implement effective observations and assessments, and plan stimulating and challenging activities that help children to make good progress. | 30/04/2019 |
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Inspection activities

- The inspection was carried out as a result of the risk assessment process.
- The lead inspector and second inspector observed the quality of teaching during activities indoors and outdoors and assessed the impact this has on children's learning.
- The lead inspector and second inspector held meetings with the manager and owner. They checked policies and procedures, staff qualifications, paediatric first-aid qualifications, complaints and evidence of the suitability of staff.
- The lead inspector completed a joint observation with the manager and discussed the nursery's self-evaluation with the manager and owner.
- The lead inspector and second inspector spoke to parents during the inspection and took account of their views. They also spoke with children and staff at appropriate times during the inspection.

Inspectors

Angela Sugden
Felicity Sutcliffe

Inspection findings

Effectiveness of leadership and management is inadequate

Safeguarding is not effective. Staff, including key persons, do not know where essential medication prescribed for children is stored. This compromises children's safety should they have a serious and potential life-threatening allergy attack. In addition, staff who do not have a current paediatric first-aid qualification are left in sole charge of children on outings. Staff and trainees are not trained in the nursery's safeguarding policy. They use their own personal mobile phones when taking children to and from school. Some staff and trainees have a weak knowledge of the possible signs of abuse or neglect. They also do not know what to do if they are concerned about the behaviour of a colleague or the manager. Qualified staff are not always deployed effectively to maintain ratios. Some staff do not know the children well enough and are unaware of their individual stages of learning. This is because the manager regularly moves staff between different rooms and from the owner's other settings. The manager does not provide staff with effective induction, supervision, coaching and training to help them understand their role and develop good teaching practice. The manager does not accurately evaluate the quality of the nursery. She monitors the children's learning and progress, but does not always identify gaps in their learning. Staff carry out risk assessments and ensure that the outdoor environment is safe for children. For example, they check that the double gates in the outdoor play space are securely fastened. They also count children as they go to play outdoors and when they go back inside. The manager and owner know when to notify Ofsted of changes.

Quality of teaching, learning and assessment is inadequate

Staff's teaching is variable and some is very poor. Staff do not use their observations and assessments effectively to plan stimulating play and learning experiences that are tailored to children's individual learning needs. For example, babies sit alone for long periods while staff clean tables and put other babies to sleep. Young children who speak English as an additional language wander around the room and play alone. Staff infrequently talk to and play with them. As a result, they are not developing their English speaking skills, despite being quite fluent in their home language. Staff in the room for children aged two to three years try their best to engage children in play. They find this difficult because they are trying to comfort other children who are upset as they are unfamiliar with the room. Staff in the room for children aged three to five years regularly interrupt children's play for whole-group time learning activities. However, they support children to develop an interest and knowledge of a range of different stories.

Personal development, behaviour and welfare are inadequate

Key persons and staff do not meet the needs of children well enough. Inconsistency in nursery staff results in a number of babies and young children being very upset. At times, they do not receive the comfort they need. Staff in the baby room close the external metal security shutters at sleep time. This is extremely noisy and leaves the baby room in total darkness. Babies who are awake cry and become even more upset as they sit in the dark unsupported. Staff move younger babies who are awake to other rooms and leave them with staff who they do not know. Parents do not know who their child's key person is. Children's emotional well-being is not supported effectively. Staff do

not always provide children with healthy meals and snacks. They give children breakfast cereals that are high in sugar content. At snack time, babies, young children and older children are provided with custard cream biscuits. Staff do not take babies outdoors each day. Babies' and children's health and physical well-being are not supported effectively. Nevertheless, staff ensure that drinking water is available throughout the day for children to access independently. Children's behaviour is good.

Outcomes for children are inadequate

Children including those who speak English as an additional language, do not make adequate progress. Some children display a lack of confidence and motivation to join in play and learning activities. Older children display a range of skills, but they are not making the progress they are capable of and are not as well prepared for starting school as they could be.

Setting details

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| Unique reference number | EY550705 |
| Local authority | Bradford |
| Inspection number | 10101924 |
| Type of provision | Childcare on non-domestic premises |
| Registers | Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register |
| Day care type | Full day care |
| Age range of children | 0 - 8 |
| Total number of places | 120 |
| Number of children on roll | 75 |
| Name of registered person | Queensbury Private Day Nursery Limited |
| Registered person unique reference number | RP550704 |
| Date of previous inspection | Not applicable |
| Telephone number | 07774198046 |

Queensbury Private Day Nursery Limited registered in 2017. The nursery employs 11 members of childcare staff. Of these, five hold appropriate early years qualifications at level 3. The setting opens from Monday to Friday all year round. Sessions are from 7.30am until 6pm. The setting 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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