

# Bluebells Day Nursery

283 HALL LANE, CHINGFORD, LONDON E4 8NU



## Inspection date

18 June 2019

Previous inspection date

5 October 2018

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b> Previous inspection:	<b>Inadequate</b> Good	<b>4</b> 2
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

- Children's safety is compromised. Not all staff, including the lead person for safeguarding, have a clear understanding of all child protection matters. Some staff do not follow health and safety procedures. In particular, they do not always pick up children in a safe way.
- Children do not receive consistent messages about expectations of behaviour. This does not help them understand boundaries and why some actions are not acceptable.
- Risk assessments in place for children with allergies are not effective. There is no information about the emergency procedures to follow for each child if an allergic reaction occurs. This means staff are not aware of the procedures and cannot follow them in case of emergency.
- The key-person system in place is not effective. Some parents do not know who their child's key person is. During the day, staff are moved to different rooms, which interrupts the building of relationships for the child and staff's ability to meet their learning and personal care needs.
- The assessment system is not effective. Some staff do not make accurate assessments of their key children's development. Consequently, they do not plan appropriate next steps for children.
- The provider does not ensure that staff's supervision is effective enough to provide support, coaching and training that improve staff's knowledge of the early years foundation stage (EYFS) and help to improve the overall quality of the nursery.

### It has the following strengths

- Staff follow hygiene procedures and teach children about hygiene routines well.

## 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 all staff have a secure, up-to-date knowledge and understanding of child protection issues, including signs that could indicate a child might be at risk of harm, and the ability to follow correct procedures if an allegation is made against a member of staff	18/07/2019
ensure all staff follow health and safety procedures and know how to pick children up in a safe way, in order to protect them from physical injury	18/07/2019
ensure all staff consistently manage children's behaviour, so that children understand expectations and boundaries and why rules are in place	18/07/2019
ensure appropriate risk assessments for children with allergies are in place so they are safe from hazards, including foods they may be allergic to, and staff are aware of emergency procedures	18/07/2019
improve key-person arrangements to ensure that each child has an assigned key person that is known to their parents, offers a settled relationship for the child and is able to meet their learning and personal care needs consistently	18/07/2019
improve systems for assessment so that all staff are able to assess children's development accurately and use this information to plan appropriate next steps for their learning	18/07/2019
ensure staff's supervision is effective and provides support, coaching and training that improves staff's knowledge of the EYFS and helps to improve the overall quality of provision.	18/07/2019

### Inspection activities

- The inspection was carried out following Ofsted's risk assessment process.
- The inspector spoke with the provider, some children, parents and staff throughout the inspection.
- The inspector sampled a range of documents available, including those relating to the premises, staff's suitability and safeguarding.
- The inspector observed activities and daily routines, indoors and outside.
- The inspector carried out a joint observation with the provider.

**Inspector**

Nataliia Moroz

## Inspection findings

### Effectiveness of leadership and management is inadequate

The provider, who is also the manager, does not meet the requirements of the EYFS and the Childcare Register. Safeguarding is ineffective. The provider, who is the designated lead for safeguarding, does not ensure all staff have sufficient knowledge of child protection matters. For example, some staff do not know the signs of child abuse or what risk radical views can pose to children and their families. The provider is not able to recognise allegations against staff to ensure the correct procedures are followed. She does not ensure all staff know the correct procedures to follow in case of such allegations. These weaknesses compromise children's safety. The provider does not monitor the quality of nursery practice effectively to identify the breaches in requirements and to drive rapid improvement. The supervision of staff is not effective. The provider does not ensure all weaknesses in staff's practice and knowledge are identified and addressed to continually raise the overall quality of children's care and learning. Parents report they are satisfied with the care provided and regularly communicate with staff.

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

Some staff do not know how to use the arrangements in place for assessment. They do not assess what children can do accurately to identify gaps in learning and help children progress to the next stage in their development. Staff plan a range of interesting activities and new experiences, which children enjoy. For example, children enjoy exploring different textures of play dough and slime. However, staff do not plan appropriately targeted activities and opportunities for children to ensure they catch up with their peers quickly. This has an impact on the overall quality of teaching they provide for children.

### Personal development, behaviour and welfare are inadequate

Staff do not follow health and safety procedures to ensure children are kept safe. For example, some staff do not pick children up in a safe way, which may cause an injury. Risk assessments for children who have allergies are poor. For example, there are no emergency plans in place in case an allergic reaction occurs. These weaknesses put children's welfare at risk. The key-person system is not effective. The provider does not ensure all parents are informed about their child's key person and that this person is consistently available to ensure children's needs are continually met. Frequent staff changes within the nursery and inconsistent staffing arrangements on a daily basis have resulted in children having a number of different key persons over a short period of time and the unavailability of their key person throughout the day, which affects children's care. In addition, staff do not provide consistent messages to children about expectations of behaviour. For example, some staff do not explain why hitting others is not acceptable, or why they have asked children to apologise for certain actions. This does not help children to understand boundaries and why some actions are not acceptable. Staff help children learn about differences and to respect others' views. Children learn about health and personal hygiene. For example, when children sneeze and cover their mouth with their hand, staff ask them to wash their hands to avoid any cross-contamination.

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

Due to the significant weaknesses in how staff use the nursery's system for assessment, not all children, including those with special educational needs and/or disabilities, make as much progress as they should from their starting points. In addition, the provider does not monitor how early years pupil premium funding is used for eligible children to help them succeed in their development. She does not know how many children there are attending the nursery with such funding. Nevertheless, older children have opportunities to gain some skills needed for their move to school. For example, they learn sounds, and are able to identify letters and numbers.

## Setting details

<b>Unique reference number</b>	EY538067
<b>Local authority</b>	London Borough of Waltham Forest
<b>Inspection number</b>	10112561
<b>Type of provision</b>	Childcare on non-domestic premises
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Day care type</b>	Full day care
<b>Age range of children</b>	0 - 4
<b>Total number of places</b>	60
<b>Number of children on roll</b>	55
<b>Name of registered person</b>	Bluebells Day Nursery (London) Ltd
<b>Registered person unique reference number</b>	RP538065
<b>Date of previous inspection</b>	5 October 2018
<b>Telephone number</b>	0208 529 6058

Bluebells Day Nursery registered in 2016 and is located in Chingford, in the London Borough of Waltham Forest. The nursery operates from 8am until 6.45pm on Monday to Friday, all year round. The provider employs 18 members of staff, 12 of whom hold relevant childcare qualifications at level 2 or above. The nursery receives funding to provide free early years education for children aged two, three and four years.

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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