

Brookdale Day Nursery Ltd

Hala Road, Lancaster LA1 4QJ



Inspection date	6 August 2019
Previous inspection date	6 January 2017

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Good	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

- The provider has not monitored the management of the nursery closely enough and the quality of provision has declined. There are a number of breaches in legal requirements, which have a significant impact on children's welfare and their learning.
- There have been occasions when the provider has not notified Ofsted of significant events and allegations against staff, as is legally required.
- Safeguarding practice, including safe recruitment, is not robust. This puts children at risk of harm.
- Arrangements for each child to have a key person are weak. Staff are not consistently based with their key children to respond to their individual needs.
- Teaching is inconsistent. Some parts of the premises and equipment are not organised effectively. Some activities are poorly planned and do not provide enough challenge for children. This leads to boredom and occasional unwanted behaviour.
- Staff do not set clear expectations for children's behaviour. They do not always do enough to teach children how to behave in safe ways.
- Leaders and staff are not aware of what needs to be included in the required progress check for children aged between two and three years.

It has the following strengths

- The new manager is beginning to identify weaknesses and is well motivated to make required improvements.
- Staff promote children's good health effectively. They understand and meet children's individual dietary needs and preferences. Staff provide children with regular opportunities for outside play and experiences in the extensive nursery grounds.
- Staff are friendly and caring towards the children. Children enter nursery happily and approach staff freely with affection.

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
implement robust procedures in response to allegations being made against staff, including liaising with statutory agencies in a timely manner	24/09/2019
ensure concerns about children's welfare are reported to statutory agencies without delay	24/09/2019
ensure effective and safe recruitment procedures are implemented to ensure that practitioners or any other person who is likely to have regular contact with children are suitable	24/09/2019
implement effective procedures to manage staff performance and improve their knowledge, skills and practice to ensure quality care and learning experiences for children	24/09/2019
implement effective methods to promote children's understanding of positive and safe behaviour.	24/09/2019

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

	Due date
ensure that teaching provides planned, purposeful and challenging experiences that reflect individual children's needs and match their individual stages of development	24/09/2019
ensure that each area of learning and development is implemented through planned, purposeful play	24/09/2019
ensure all staff develop awareness of the required progress check that needs to be completed when a child is aged between two and three years.	24/09/2019

Inspection activities

- Ofsted carried out this unannounced inspection as a result of a risk assessment, following information received about the provision.
- 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 to the provider's representative, the nursery manager and staff at times throughout the inspection.
- The inspector checked the available evidence of the suitability of adults working in the nursery and looked at relevant documentation.
- The inspector spoke with some parents and children, and took account of their views.

Inspector

Angela Rowley

Inspection findings

Effectiveness of leadership and management is inadequate

Safeguarding is not effective. There have been occasions when there has been a delay in consulting with the designated lead practitioner for safeguarding in the local authority, and in notifying Ofsted, when allegations of harm to children have been made against staff. Leaders do not monitor staff performance robustly. They cannot demonstrate that effective, targeted action has been taken to improve staff's performance following concerns. As a result, children's welfare is compromised. Staff supervision sessions have not been regular enough to support all staff. There has been limited monitoring and coaching to ensure that all staff have the knowledge and skills they need to be suitable for their roles. Leaders cannot demonstrate that rigorous vetting has been consistently carried out. For example, some staff have been recruited without obtaining references, despite this being the nursery's policy. The recently appointed nursery manager is beginning to identify weaknesses. She is taking steps to address gaps in vetting. She has reflected on previous incidents and now demonstrates a clear understanding of allegations management procedures. She knows the children and families who need support the most and she attends meetings with other professionals. However, she cannot demonstrate that she has consistently shared information to safeguard children in a timely manner. The new manager has recognised that staff training is a priority. She knows that while staff understand the nursery's systems to help identify potential indicators of abuse, their understanding of wider safeguarding issues, such as the 'Prevent' duty, is not secure.

Quality of teaching, learning and assessment is inadequate

The quality of teaching is weak. Staff do not ensure that play areas are engaging and are sufficiently resourced to help to extend children's ideas and thinking. Although there is a key-person system, which includes procedures for checking what children can do and planning steps to promote their development further, this does not make enough difference to the quality of children's learning. The key person does not consistently work with their key children to enable them to swiftly respond to individual children's interests and provide the challenge they need. The provision for some two-year-old children is particularly limited. They lack challenge when they are based with babies. Planned activities fail to excite them. Limited toys do not sustain their attention and they become bored. Some staff teach the basics appropriately. They read stories and sing songs with the children. They promote some mathematics, through regular opportunities for counting, shape and colour recognition. The teaching of other areas of learning is less well planned. Sometimes, staff do not model writing clearly and they do not consistently understand effective methods to promote early literacy. Parents are well informed about children's learning and ways they can support this at home. However, they have not been consistently provided with the legally required progress check at age two years.

Personal development, behaviour and welfare are inadequate

Children's welfare is compromised by weaknesses in leadership and management. In addition, staff do not give enough consideration to children's privacy and protection when, for example, using potties within an open playroom. In the main, children behave

well. However, staff do not consistently promote their understanding of safe and wanted behaviour. For example, staff do not model how children can handle knives safely to chop their own fruit for snack. Some routines are disorganised and result in children's behaviour deteriorating. Staff work closely with parents to share information to meet children's needs when they first start nursery. Children's move to school is also well planned and communicated. Staff plan and provide regular outside experiences. They expand children's awareness of nature in the orchard and promote their physical development in the garden. They visit the neighbouring care home for older people to help to expand children's social experiences. Teaching to raise children's awareness of cultures and beliefs beyond their immediate experiences is less well considered.

Outcomes for children are inadequate

Weaknesses in the quality of teaching mean that children do not consistently make the progress that they are capable of. Some children do not focus their attention and develop good levels of concentration. They are not challenged to think hard or given the time they need to process information and respond. Children do not learn how to think creatively and critically to give them strong, independent attitudes to learning in school. Children do make strong relationships and friends at nursery. They enjoy singing songs and rhymes. They develop good physical skills. Children use small tools with increasing skill. They balance and develop good coordination as they climb trees and use large play equipment.

Setting details

Unique reference number	EY356272
Local authority	Lancashire
Inspection number	10115615
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 - 4
Total number of places	39
Number of children on roll	56
Name of registered person	Brookdale Day Nursery Ltd
Registered person unique reference number	RP527043
Date of previous inspection	6 January 2017
Telephone number	0152 464740

Brookdale Day Nursery Ltd registered in 1999 and is situated in Lancaster. There are currently 15 members of childcare staff, all of whom hold appropriate qualifications. Two staff members hold an early years degree. The setting opens Monday to Friday from 7.30am until 6pm, all year round.

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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