

Brambly Hedge Day Nursery

Richards House, Crosby Road, Northallerton, North Yorkshire DL6 1AE



Inspection date	9 August 2019
Previous inspection date	17 August 2016

The quality and standards of the early years provision	This inspection: Previous inspection:	Inadequate Good	4 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, who is also the manager, does not have sufficient knowledge of the requirements of the Early Years Foundation Stage. She does not demonstrate the capacity to support staff or make the improvements to the setting to ensure children's safety.
- Several breaches of the safeguarding and welfare requirements mean children's safety is compromised. Recruitment and induction procedures are not robust and staff's ongoing suitability is not monitored. The manager has failed to report an incident to Ofsted which may impact on a person's suitability to work with children.
- Staff do not know the procedures for administering non-prescribed medication. They give children liquid ibuprofen without parents' permission or consent.
- Staff's safeguarding knowledge is poor. They do not recognise signs of potential abuse or children who may be at risk.
- Staff who work with babies do not provide adequate storage for their bottles and food. This does not promote babies' good health and there is a risk of cross-contamination.
- Records of staff's and children's attendance are not clear or accurate.
- The key person system is ineffective. Aspects of care and learning are not tailored to meet children's individual needs.
- On occasion, staff who work with the youngest children use inappropriate language and fail to challenge or extend learning. Some staff do not demonstrate a good knowledge of their key children's development, and teaching lacks purpose.

It has the following strengths

- Despite the weakness in the key person system, children are happy to be with other members of the staff team. Staff are kind and caring towards children and have good relationships with them.

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
gain a thorough understanding of the requirements of the Early Years Foundation Stage to ensure staff are supported, children receive the best possible care and learning opportunities, and safety is prioritised	12/09/2019
develop staff's knowledge and understanding of the different types of abuse and wider child protection issues, to ensure they recognise the signs and can report concerns swiftly	12/09/2019
ensure that there are clear procedures for administering non-prescribed medication and parents have given their consent for specific medication to be given to children	12/09/2019
put in place appropriate arrangements for supervision of staff to address issues with performance and behaviour, provide opportunities to discuss matters relating to ongoing suitability, and to identify support and training to improve practice	12/09/2019
implement effective systems for checking suitability and ensuring that all staff remain suitable to have regular contact with children	12/09/2019
share information with Ofsted and other agencies with responsibility for the welfare of children where necessary to ensure that children are safeguarded, and where there may be a risk that potentially unsuitable individuals might have access to children	12/09/2019
improve the way babies' bottles and food items are stored and kept to avoid cross contamination	12/09/2019
keep accurate records to ensure the efficient management of the setting and to ensure the needs of children are met, with particular regard to records of children and staff present in each room	12/09/2019
develop and implement an effective key person system to ensure children's individual care and learning needs are met	12/09/2019

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

	Due date
develop the quality of all staff's teaching to ensure activities and experiences are challenging and stimulating to help children make good progress	12/09/2019

promote young children's communication development by ensuring staff use appropriate language consistently.	12/09/2019
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Inspection activities

- This inspection was carried out as a priority inspection with no notification, due to number of concerns received about the provision.
- The inspector observed the quality of teaching during activities indoors and outdoors and assessed the impact this has on children's learning.
- The inspector spoke to the children and staff throughout the inspection.
- The inspector held a meeting with the nursery owner/manager and deputy manager. She looked at relevant documentation, such as the nursery's policies, children's learning books and evidence of the suitability of staff working in the nursery.
- The inspector completed joint observations with the deputy manager.
- The inspector obtained written feedback from parents, spoke to a small number of parents during the inspection and took account of their views.

Inspector

Michelle Lorains

Inspection findings

Effectiveness of leadership and management is inadequate

Safeguarding is ineffective. The manager has failed to implement robust recruitment procedures and does not monitor staff's ongoing suitability, specifically in regard to any medication they take. Staff are unable to recognise signs of potential abuse, such as those of suspected female genital mutilation or domestic violence. This means concerns will not be raised with external agencies, such as children's social care and children are placed at risk. In addition, the manager has not reported significant events to Ofsted. Record keeping, including attendance registers, is inaccurate and unclear. The manager and her deputy manager have reflected on some aspects of the provision and made some improvements, such as ensuring better communication with parents and partnership working with other professionals. The manager has completed robust risk assessments in relation to the addition of a puppy in the setting. However, the plans for the overall development of the provision lack focus and do not prioritise children's safety. In addition, the manager's lack of knowledge of the learning and development requirements mean she is unable to support staff to improve the quality of their teaching. The deputy manager monitors the progress made by children who have areas of slower progress. She ensures they receive support from external agencies, for instance, from speech and language therapists.

Quality of teaching, learning and assessment is inadequate

Teaching does not challenge or extend children's learning. Staff who work with young children do not regularly observe children and cannot discuss the progress they have made. Teaching is not matched to their individual learning needs. For example, during planned activities inappropriate language is used in front of children and staff encourage one-word repetition with children who can already speak. Older children enjoy some activities which staff prepare. For example, they show pride in their creative achievements and develop language as they describe the things they make with clay and natural materials. However, staff cannot demonstrate how this links to children's individual needs, or reflect on how they could enhance this further to help them make progress. Overall, environments indoors are eye-catching for children and there are a range of resources they can access independently.

Personal development, behaviour and welfare are inadequate

The breaches of safeguarding and welfare requirements have a significant impact on children's safety and welfare. The manager is not aware of staff's uncertainty around the procedures for administering non-prescribed medication. Parents complete various permission slips, such as for children to enjoy special treat days and take part in caring for the new puppy. However, they have not given consent for specific medicines, such as ibuprofen, to be given to their children. Babies' health is not effectively promoted. Staff do not store bottles effectively to reduce the risk of cross contamination. Children's drinks are left around the room without lids or labels. In contrast, children are provided with healthy, nutritious meals. They show independence. Young children enjoy sitting with their siblings at mealtimes and practice serving themselves with fresh vegetables. Staff praise children regularly, encourage good manners and support them to take turns. Children's behaviour is positive.

Outcomes for children are inadequate

Overall, staff do not contribute to children's progress. Older children do not fully develop the skills they need to start school, such as their early writing and mathematical awareness. Young children naturally seek to interact with others, but are not supported to extend their language into sentences and conversation. Nevertheless, children are keen to join in with activities and show interest in learning.

Setting details

Unique reference number	EY290726
Local authority	North Yorkshire
Inspection number	10118531
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 - 10
Total number of places	70
Number of children on roll	101
Name of registered person	Quincey, Susan
Registered person unique reference number	RP513835
Date of previous inspection	17 August 2016
Telephone number	01609 771333

Brambly Hedge Day Nursery registered in 2004 and is situated in Northallerton, North Yorkshire. The nursery employs 10 members of childcare staff. Of these, nine hold appropriate early years qualifications at level 2 or above, including the manager who has a level 3. The nursery opens from Monday to Friday all year round. Sessions are from 7.15am 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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