

Inspection of Bright Horizons Chigwell Valley Meadows Day Nursery and Preschool

C/o David Lloyd Leisure Club, Roding Lane, Buckhurst Hill, Chigwell, Essex IG9 6BJ

Inspection date: 19 September 2019

Overall effectiveness	Inadequate
The quality of education	Inadequate
Behaviour and attitudes	Inadequate
Personal development	Inadequate
Leadership and management	Inadequate
Overall effectiveness at previous inspection	Outstanding

What is it like to attend this early years setting?

The provision is inadequate

Systematic weaknesses in leadership and management mean that children's safety and welfare are significantly compromised. The provider does not make certain that staff are vigilant in their supervision of children. This has resulted in children leaving the nursery unnoticed. Systems for sharing information with parents about significant incidents involving their children are extremely poor. Weaknesses relating to risk assessment of behaviour management have further compromised children's safety and well-being. For example, safety measures are not identified and implemented to protect children from unwanted behaviours.

Children's learning needs are not understood from the very start. The provider has failed to ensure that staff utilise information provided by parents and their own observations of children as they settle in to the nursery. In addition, ongoing observations are not effectively assessed to establish each child's level of development. Consequently, staff are unable to accurately plan an exciting and challenging learning environment for children.

Children learn right from wrong as they play, and invite friends to join in with games. The pre-school room staff share information with parents about their children's ongoing progress and developing interests.

What does the early years setting do well and what does it need to do better?

- Children's safety is compromised by staff who are not alert to their whereabouts at all times. The provider's arrangements for informing parents of significant events involving their children are delayed. This is because staff follow their internal procedures that do not prioritise notifying parents immediately.
- The system used by the provider for staff's professional development is ineffective. It lacks rigour in identifying staff's underperformance in order to improve teaching skills and raise the standard of staff's practice. This has led to an ethos where managers and staff working with children do not recognise or appreciate their individual or collective responsibility to keep them safe.
- The provider's staffing arrangements do not ensure that the baby room has a sufficient number of qualified staff at all times. The failure to have suitably qualified staff has a negative impact on children's care, learning and development.
- The learning programme is not consistently planned to build on what each child knows and can do. The provider does not ensure that all staff frequently assess their observations of children's learning. This impacts negatively on staff's ability to understand what each child knows and can do. This does not enable them to precisely plan appropriately challenging activities that meet their needs. Therefore, most children are not supported to make adequate progress in their

learning.

- Children's independence is not promoted in line with their stage of development. For example, young children are not encouraged to clean their hands before meals and those children who are able, are not sufficiently supported to manage and serve their own food. Staff do not encourage children to cover their nose as they sneeze or talk to them about why this is important for good health.
- Staff in the pre-school room encourage children to speculate and test ideas through trial and error. For example, they use visual clues and counting to help them discover the name of numerals. These children also show good concentration as they listen to staff and follow instructions well.
- Children enjoy a balanced, nutritious diet. Staff record children's individual dietary needs, such as allergies and preferences. This helps to protect children from foods that may harm them.

Safeguarding

The arrangements for safeguarding are not effective.

The provider has failed to take appropriate action to keep children safe. For example, the systems to prevent children leaving the nursery unnoticed are ineffective. In addition, unauthorised persons are able to gain entry into the nursery, placing children at further risk of harm. Risk assessments carried out immediately after serious incidents do not include a thorough investigation into why the event occurred. Behaviour management does not adequately promote the safety of all children. This is because hazards posed to children by unwanted and challenging behaviour are not risk assessed to inform appropriate ongoing strategies.

What does the setting need to do to improve?

The provision is inadequate and Ofsted intends to take enforcement action.

We will issue a Welfare Requirements Notice requiring the provider to:

	Due date
put in place appropriate risk assessments and take action that effectively minimises or removes hazards so that children are not exposed to unnecessary risks	01/10/2019
ensure that children are adequately supervised and are always within sight and hearing of staff	01/10/2019

take all reasonable steps to prevent unauthorised persons entering the nursery site	01/10/2019
take all reasonable steps to ensure that children are not able to leave the premises unsupervised	01/10/2019
make certain that managers and staff have appropriate qualifications, training, skills and knowledge and a clear understanding of their roles and responsibilities	01/10/2019
ensure that staff supervision is effective to monitor personal effectiveness and identify the ongoing training needs of individuals and tackle underperformance	22/10/2019
ensure that staff qualification requirements are met at all times	01/10/2019
ensure there is an effective two-way flow of information with parents so they are kept well informed of any significant event involving their children; this is with particular reference to informing parents of breaches in security and failures in staff deployment to keep children safe	01/10/2019

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

	Due date
ensure that initial and ongoing observation and assessment of children's development are precise so that staff have an accurate understanding of children's skills and abilities	01/10/2019
plan a programme of appropriately challenging activities and experiences that capture all children's interests and support their learning so that they can make good progress.	01/10/2019

Setting details

Unique reference number	EY287949
Local authority	Essex
Inspection number	10124007
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 to 4
Total number of places	71
Number of children on roll	79
Name of registered person	Asquith Nurseries Limited
Registered person unique reference number	RP900811
Telephone number	0208 501 1085
Date of previous inspection	14 April 2015

Information about this early years setting

Bright Horizons Chigwell Valley Meadows Day Nursery and Preschool registered in 2004. The nursery employs 41 members of childcare staff. All staff hold appropriate early years qualifications at level 2 or above. The nursery makes use of bank staff. The nursery opens from Monday to Friday, all year round. Sessions are from 7.30am to 6.30pm. The nursery provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspectors

Ann Cozzi

Lynn Clements

Inspection activities

- The inspectors completed a learning walk with the manager to review the quality of children's experiences and staff's teaching practice.
- One of the inspectors completed a joint evaluation of an activity with the manager of the nursery.
- The inspectors spoke to the management team, staff and children during the inspection. They also took account of the views of parents through discussion.
- The inspectors looked at relevant documentation, including evidence of the suitability of persons working with children. The inspectors discussed with the management team and staff how they reflect on their practice.

We carried out this inspection 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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