

# Inspection of Cherub Nurseries & Pre-Schools Ltd

Woodmansey Mile, Beverley HU17 8FF

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Inspection date: 24 September 2019

<b>Overall effectiveness</b>	<b>Inadequate</b>
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The quality of education

**Inadequate**

Behaviour and attitudes

**Inadequate**

Personal development

**Inadequate**

Leadership and management

**Inadequate**

Overall effectiveness at previous inspection

Good

## **What is it like to attend this early years setting?**

### **The provision is inadequate**

Continuing weaknesses in leadership and management have a serious impact on children's welfare, well-being, care and learning. This has led to a significant decline in the quality of care and education. The provision for babies is extremely poor because staff do not have the skills they need to meet their needs. Babies are very often unsettled. Staff do not seek to soothe them and at times ignore their cries. They do not provide warm, consistent care. Staff organise sand play for babies, but they sit idly by and do not speak to the babies or engage in their play. Babies do not receive support to learn new words, mimic adult actions, explore or join in.

Staff do not focus sharply on older children's communication, language and literacy learning. They attempt to read to toddlers before lunch, but do not consider the routines that other staff undertake at this time. For example, staff take children from the story group to go to the toilet. This disrupts the activity and interferes with children's learning, concentration and engagement with the story. Staff introduce letters and sounds to older children and they enjoy saying the letter sound of an object that staff hold. However, because of weaknesses in staff's knowledge of what children already know and can do, teaching is not adapted to meet the different abilities of the children and often lacks challenge.

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

- The nominated individual does not oversee the running of the setting, nor does he understand his responsibility to meet legal requirements. He does not support managers and staff to ensure that children are safe and receive good-quality education and care. He demonstrates no urgency to improve the provision for all children.
- The nominated individual does not monitor managers' practice. He does not implement effective induction procedures for staff acting in management positions to ensure that they have the necessary skills and knowledge to undertake these roles. Current managers lack understanding of all safeguarding issues and the procedures to follow for safe recruitment. This does not keep children safe.
- Recruitment and vetting procedures are weak. Gaps in staff's employment history have not been addressed and references from previous employers have not been obtained. This does not keep children safe.
- Although current managers have started to implement supervision arrangements, there is no effective and consistent monitoring of staff's practice. Staff do not get the training they need to improve their skills and knowledge. There are no clear targets or actions to enhance their professional development.
- The nominated individual does not ensure that half of the baby room staff,

including those in charge of the room, have received training that specifically addresses the care of babies. Babies do not benefit from secure relationships with staff that are sensitive, responsive and stimulating.

- Hygiene practices do not ensure children's good health. Babies' runny noses go unnoticed by staff, who have to be asked by managers to wipe them. Staff do not wash their own or children's hands after this task. Staff put the youngest children's snacks of banana and crispbread directly onto the table instead of showing them how to use crockery properly. Staff in the pre-school room do not promote children's independence in self-care ready for the move to school. This poor practice does not give children the best possible start to their early education.
- Staff do not observe and assess children well enough to identify any progress and what children need to learn next. Lack of assessment means staff do not know what children know, understand and can do. As a result, planning lacks focus and poor-quality teaching does not challenge and support children's individual learning needs.
- Staff do not provide children with a good range of purposeful adult-led and child-initiated activities that support their development across the seven areas of learning. All children, including those in receipt of funding, do not make the best possible progress and are not prepared well enough for their future education.
- Staff do not gather information about children's skills before they start at the nursery. They do not consistently inform parents of their child's next steps in learning, so they are able to continue with their child's learning at home.
- The key-person system is ineffective. Staff who provide cover in rooms when key persons are absent, are not given enough information about the children they are working with. Children do not receive good levels of support to promote their emotional well-being, care and learning.

## **Safeguarding**

The arrangements for safeguarding are not effective.

Members of the current management team, who hold safeguarding lead roles, and staff have a poor knowledge of wider safeguarding issues. They are unaware of the statutory guidance 'Working together to safeguard children 2018'. That said, staff have a suitable knowledge of the possible signs and symptoms of abuse and have recently improved their knowledge of unique risks associated with children's online safety. However, suitable vetting procedures, such as exploring gaps in staff's employment history and obtaining references from previous employers, have not been carried out. This does not protect children from harm. Furthermore, the nominated individual does not take prompt action to ensure that leaking toilets and damage to cubicle doors are fixed and safe for children to use.

## **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:**

	<b>Due date</b>
ensure all staff have an understanding of government guidance, 'Working together to safeguard children 2018' and wider safeguarding issues to keep children safe from harm	07/10/2019
demonstrate that effective procedures for staff recruitment and vetting have been followed to show how suitability has been assessed	07/10/2019
implement effective induction procedures for staff stepping up to management positions and ensure they have appropriate, training, skills and knowledge to undertake their role successfully	07/10/2019
ensure arrangements for monitoring the practice of staff and managers are effective and provide appropriate support, coaching and training to improve their skills and promote continuous improvement	07/10/2019
ensure that half of the baby room staff, including those in charge of the room, have suitable experience of working with young children and have received training that specifically addresses the care of babies	07/10/2019
take necessary steps to prevent the spread of infection and implement effective hygiene procedures for staff and children	07/10/2019
ensure the arrangements for serving food to the youngest children are hygienic and appropriate to their age and stage of development	07/10/2019

ensure toilet facilities are safe and fit for purpose.	07/10/2019
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**To meet the requirements of the early years foundation stage, the provider must:**

	<b>Due date</b>
identify and consider the individual needs, interests and stage of development of each child and use this information to plan challenging and enjoyable learning experiences that help them to make good progress in all areas of learning	07/01/2020
ensure children benefit from a good mix of adult-led and child-initiated purposeful play and improve staff interactions with children to ensure they respond positively to each child's emerging needs	07/01/2020
ensure that staff complete regular and accurate assessments that give a clear overview of the progress that children make	07/01/2020
encourage parents to share information about their child's skills and abilities, and share information regularly with them about their child's progress and what they need to learn next, to enable parents to continue children's learning at home	07/01/2020
ensure all children have a key person who ensures that their care and learning are tailored to their individual needs.	07/01/2020

## Setting details

<b>Unique reference number</b>	EY276275
<b>Local authority</b>	East Riding of Yorkshire
<b>Inspection number</b>	10124679
<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>	1 to 4
<b>Total number of places</b>	73
<b>Number of children on roll</b>	50
<b>Name of registered person</b>	Cherub Nurseries and Pre Schools Limited
<b>Registered person unique reference number</b>	RP518909
<b>Telephone number</b>	01482 860289
<b>Date of previous inspection</b>	1 September 2017

## Information about this early years setting

Cherub Nurseries & Pre-Schools Ltd registered in 2004. The nursery employs 17 members of childcare staff. Of these, 11 hold appropriate early years qualifications at level 3 or above. The nursery opens from 7am until 6pm, Monday to Friday, all year round. It provides funded early education for two-, three- and four-year-old children.

## Information about this inspection

### Inspectors

Jane Tucker

Nicola Dickinson

## Inspection activities

- The inspectors observed the quality of teaching during activities indoors and outdoors, and assessed the impact this has on children's learning.
- The inspectors spoke with staff and children during the inspection.
- The inspectors completed joint observations with the nursery deputy manager and third in charge.
- The inspectors held a meeting with the nursery deputy manager and third in charge. They also looked at relevant documentation and evidence of the suitability of staff working in the nursery.
- The inspectors spoke to a number of parents during the inspection and took account of their views.

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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