

Inspection of Bright Start Early Years

Bright Start Early Years, Hawks House, The Farthings, Chivenor, Barnstaple EX31 4AZ

Inspection date: 8 October 2019

Overall effectiveness

Inadequate

The quality of education

Good

Behaviour and attitudes

Good

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

Children's welfare cannot be assured due to weaknesses in safeguarding, specifically recruitment, managing allegations and whistle-blowing procedures.

Children show they form secure attachments with staff and enjoy their time at nursery. They are keen to engage in activities, concentrate well and demonstrate a positive attitude towards their learning. For example, babies enjoy exploring a wide range of materials using their senses. When they bang tins to make loud noises, staff follow their interest and encourage the children to sing songs to support the babies' developing language. Pre-school children readily engage in conversations with staff, showing they can listen to others and express their views.

Staff offer an interesting range of activities that follow children's interests. They plan adult-led activities to help children reach their individual next steps in learning. Staff focus the curriculum to support children's current needs, for example how to manage their feelings when parents are on deployment abroad or are due home. They have introduced yoga sessions to help children regulate their own feelings. Children enjoy regular opportunities to explore their local environment and engage in experiences that help them learn about the lives of others. For example, children ride on the bus to the shops, attend the 'Freedom' military day and have visits from people in the community, such as the police and fire service.

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

- Recruitment procedures are not robust enough to ensure all staff are suitable to work with children. The lack of checks and information, for example, when the provider employs apprentices, means that she cannot assure their suitability to work with children, which compromises children's welfare.
- The nursery's policies for allegations against staff and for whistle-blowing do not follow the Local Safeguarding Children Board guidance. When staff raise concerns about a member of staff, the provider does not follow the correct procedures for reporting the concerns to the appropriate agencies. This puts children's welfare at risk.
- The provider has not maintained a record of all staff's Disclosure and Barring Service (DBS) check numbers and the dates they were obtained, as required. Some are missing, and the provider is not able to demonstrate that required suitability checks have been carried out on all staff.
- Staff monitor children's progress carefully, and they quickly identify any gaps in learning. They provide very good support for children with special educational needs and/or disabilities and those who learn English as an additional language. Staff work very closely with parents and other professionals to seek advice and support and implement new ideas. All children make good progress relative to

their starting points, and gaps in development are closing.

- Staff support children's literacy development well. For example, babies strengthen their hand muscles as they post corks through a large water bottle and make marks in foam. Older children listen to stories, join in with repeated refrains and learn the initial sounds of words. Children develop useful skills that will help them as they move on to their next stage of learning.
- Partnerships with parents are good. Staff regularly communicate with parents and offer them ideas on how to support their children's learning at home. For example, staff share the 'Let's talk more' project with parents and provide them with activities to support their children's communication and language development.
- Children behave well and they show kindness to their friends. Staff encourage children to share and take turns. Children develop good relationships with others, regardless of their backgrounds and individual abilities.
- Children develop good independence skills. Staff encourage them from a young age to put on their shoes and coats, and older children prepare their own snacks and wash up their crockery. Children have regular opportunities for outdoor play and physical exercise, including music and movement sessions and yoga. Staff use these opportunities to talk to children about the benefits of healthy eating and the importance of exercise as part of a healthy lifestyle.
- Staff regularly review their teaching practice and make changes to benefit the children. For example, they created a cosy book area in the baby room, having reflected that the younger children were not developing a love of books. Children now access the area and independently look at a range of books.

Safeguarding

The arrangements for safeguarding are not effective.

Children's welfare is compromised due to weaknesses in recruitment processes for apprentices. They have not been through robust recruitment procedures to ensure they are suitable to work with children. Records of some required DBS checks are not available for all staff, to demonstrate their suitability. The allegations and whistle-blowing policy is not in line with the Local Safeguarding Children Board procedures, and when staff report concerns about a colleague, the provider does not follow the correct procedure. This puts children's welfare at risk. Staff have a suitable knowledge of child protection issues. They ensure the premises are safe and secure for the children.

What does the setting need to do to improve?

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

	Due date
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ensure recruitment processes are effective in checking and vetting staff's suitability to work with children	24/10/2019
ensure the allegations and whistle-blowing policy is in line with the Local Safeguarding Children Board guidance, and includes the correct explanation of what to do if an allegation is made against a member of staff. Ensure this procedure is followed when concerns are raised	24/10/2019
ensure the DBS check number, the date it was obtained and who obtained it, is recorded for all staff.	24/10/2019

Setting details

Unique reference number	EY490201
Local authority	Devon
Inspection number	10076508
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	35
Number of children on roll	45
Name of registered person	Bright Start Early Years Limited
Registered person unique reference number	RP534661
Telephone number	01271 857728
Date of previous inspection	27 April 2016

Information about this early years setting

Bright Start Early Years registered in 2015. The nursery is open each weekday during school term time from 8.30am to 5.15pm, Monday to Friday. The nursery employs 10 staff. Of these, five are qualified at level 3, and four are qualified from level 4 to level 6, including one with qualified teacher status. The owner holds early years professional status. The nursery is in receipt of funding for children aged two, three and four years.

Information about this inspection

Inspector

Charlotte Jenkin

Inspection activities

- The inspector observed staff's interactions with children and the impact on children's learning.
- The inspector talked to parents and took account of their views.
- The inspector spoke to staff and children at appropriate times during the inspection.
- The inspector carried out a joint observation of an activity with the manager and discussed her evaluation of the activity with her.
- The inspector sampled a range of documentation, including staff recruitment procedures and suitability checks, their qualifications and training certificates, and policies.

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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