

Inspection of Shepperton Organic Day Nursery

50 Sheep Walk, Shepperton, Middlesex TW17 0AJ

Inspection date: 7 October 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 Good

What is it like to attend this early years setting?

The provision is inadequate

A high turnover of staff, including managers, has had a serious impact on the nursery's ability to meet the legal requirements. The provider has moved staff around to maintain the required qualification ratios and first-aid requirements. This has resulted in an ineffective key-person system, because staff do not always work directly with their key children. Staff have not received the levels of support and guidance they need to carry out their role effectively.

The educational programme is not well planned. There are no clear aims and objectives to some of the activities provided. Children concentrate and take part in the activities. However, they quickly lose interest and move away. The activities lack challenge and do not always link to their interests. Children enjoy playing outdoors. However, the organisation of both the indoor and the outdoor area does not entice children. Consequently, children's behaviour deteriorates. Children enjoy listening to familiar stories which help to support their language development. They sing songs and have fun pretending to be a flying saucer with their friends.

Children eat healthy and nutritious meals. Fresh organic meals and snacks are prepared, such as roast chicken and a variety of vegetables. Staff sit with children and make it a sociable occasion. However, staff fail to promote children's independence skills during the daily routine.

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

- The provider has recently recruited an experienced manager whose first day of service was the day of the inspection. The manager is highly motivated and quickly identified areas she would like to develop and improve. She has taken on the role of special educational needs coordinator and designated safeguarding lead. The provider has already identified weaknesses in the service provided. They confirmed they are committed to make the improvements required.
- Staff deployment is ineffective. When staff are moved around they are not as familiar with children's interests or their developmental needs. Staff do not supervise children well enough in the toddler room. Therefore, when a child has had a toileting accident, it goes unnoticed because staff are distracted with other tasks.
- Staff's ability to deal with behavioural issues is poor. They use 'time out' and withdrawal of snack as a deterrent. When children are placed in 'time out', staff are too busy to follow this up, which does not help children learn right from wrong.
- The provider fails to implement effective supervision for staff, including monitoring and coaching or development within their role. The quality of staff interactions is poor. For example, during the transition from one activity to

another, staff are unable to get children's attention, when they ask everyone to tidy up. Some children ignore the request and lie down on the floor. The task takes far longer than expected and the children's behaviour becomes chaotic and takes more time for staff to address this.

- Learning experiences lack purpose and challenge. This prevents children from achieving the skills they need to move on in their future learning. Although staff engage with the children, there is no clear aim or objective. Some staff are unaware how to support children's learning. They generally stand and supervise children, rather than engage and extend learning. The new manager role models good practice. Children get excited about the frog they find in the garden and this motivates them to share the news with their friends and to talk about where the frog can live.
- Some of the required records are not maintained. Staff fail to obtain prior written consent to administer medication to children, although they do keep a record of this and inform parents when they arrive.
- Children enjoy listening to stories; they remain focused during 'story time' and contribute to the questions asked by staff. Children join in with simple actions while singing familiar songs. This helps to extend their vocabulary and to gain an understanding of the word they hear.
- Staff in the baby room fail to follow children's interests during outdoor play. For example, when a child indicates they are interested in a truck, staff persist in asking the child to build the bricks. When children express a wish to play inside, staff return the child to the outdoor area.
- Staff generally work in partnership with parents. They keep parents updated on their child's care and development. Parents confirm staff are friendly and that they feel well supported.

Safeguarding

The arrangements for safeguarding are not effective.

Breaches to the safeguarding and welfare requirements comprise children safety and welfare. All staff working directly with the children have a disclosure and barring service (DBS) check in place. However, administration staff have not been fully vetted and have not had a DBS check. Staff fail to recognise and remove hazards within the play environment, despite carrying out daily risk assessments. For instance, the lead from the radio remains hanging down at the children's level in the baby room. Staff's knowledge and understanding of safeguarding procedures are weak. Staff are unclear of child protection procedures and wider safeguarding issues, such as the 'Prevent' duty guidance.

What does the setting need to do to improve?

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

	Due date
improve the key-person system to ensure that each child has a designated individual to plan and provide care and learning to meet their individual needs and offer a settled relationship for the child and their parent	08/11/2019
implement effective supervision to provide support, coaching and training for staff to promote the interests of children, teamwork and continuous improvement, including the opportunity to discuss sensitive issues	08/11/2019
take steps to improve staff knowledge and understanding of child protection procedures, including how to identify signs of possible abuse and neglect at the earliest opportunity, and to respond in a timely and appropriate way; this includes the wider aspects of safeguarding including the 'Prevent' duty guidance	08/11/2019
develop staff's knowledge and understanding of how to manage children's behaviour in an appropriate way	08/11/2019
provide experiences for children to learn how to understand and manage their own feelings and use appropriate behaviour	08/11/2019
provide opportunities for children to develop their independence skills during the daily routine	08/11/2019
review the staffing arrangements to meet the needs of all children and ensure their safety and well-being	08/11/2019
take all reasonable steps to ensure that children are not exposed to risks and identify how hazards are identified and minimised	08/11/2019

ensure prior written consent is obtained before administering medication	08/11/2019
complete a DBS check on each person who works or lives on the premises where childcare is provided during the hours that children are present	08/11/2019
use information known about children to plan and provide a challenging and enjoyable experience to meet their individual developmental needs and support all areas of learning.	08/11/2019

Setting details

Unique reference number	EY477522
Local authority	Surrey
Inspection number	10125247
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register
Day care type	Full day care
Age range of children	0 to 5
Total number of places	63
Number of children on roll	40
Name of registered person	London Organic Day Nurseries Ltd
Registered person unique reference number	RP531516
Telephone number	01932260600
Date of previous inspection	5 April 2018

Information about this early years setting

Shepperton Organic Day Nursery registered in 2014. It operates in Shepperton, Middlesex. The nursery opens from Monday to Friday between 8am and 6pm, for 51 weeks a year. It provides free early education for children aged two, three and four years. There are seven staff who work with children. Of these, four staff hold relevant childcare qualifications at level 3 or above.

Information about this inspection

Inspector

Maria Conroy

Inspection activities

- The inspection was carried out following the risk assessment process following receipt of a concern.
- The inspector spoke to parents to seek their views on the setting.
- The inspector spent time observing staff's practice in the nursery rooms and spoke to staff and children at appropriate times.
- The inspector completed a joint observation of children's learning and staff's practice with the new manager.
- The inspector met with leaders and managers and sampled documentation to support staff's recruitment, first aid and medication.

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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