

# Inspection of Whipper-snappers Daycare Nursery and Kids Club

Felmoor Farm, Braintree Road, Felsted, Dunmow, Essex CM6 3EF

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Inspection date: 17 October 2019

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## **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

Significant weaknesses in leadership and management mean that children's welfare and safety are compromised. This is because the providers have failed to identify or remove hazards, such as low-level trailing wires and string. Children can gain access to a staff toilet containing a dirty mop. Cots pushed too closely together enable very young children to reach each other while left unsupervised in the sleep room. In addition, crash mats and children's discarded shoes, coats and wellington boots are left on the floor, which pose a tripping hazard. Minimal supervision and behaviour management by staff have resulted in a high number of unnecessary accidents and incidents. For example, children have had falls from the same equipment and suffered injuries that they have inflicted on each other, such as bites.

Some staff fail to recognise or understand their individual and collective responsibility to keep children safe and healthy. They are not always aware of where children are or what they are doing. For example, poor supervision in the big barn leads to children behaving in an overly exuberant manner. Staff do not implement consistent strategies that help support young children's understanding about the consequences of their actions on themselves and others. Children who are not engaged in activities spend their time running around, climbing on furniture and equipment. Staff do not explain the importance of wearing socks, shoes or coats to children when they play outside. There are potential low-level hazards outdoors, such as large holes hidden in uneven ground and a rusty nail protruding from rotten wood. The providers do not ensure that staff comply with health and safety legislation. For instance, staff do not make certain that children wash their hands after outdoor play.

The providers do not ensure that staff's ongoing assessments of children's progress are accurate. Children's actual levels of development are underestimated and, therefore, they are not provided with sufficient challenge. Some children become bored and take part in dangerous behaviour, such as kicking equipment and exploring the lunch trolley containing trays of hot food.

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

- The providers do not ensure that staff's professional development is promoted effectively. Current supervision arrangements are not robust. They do not identify staff underperformance in order to raise teaching skills and improve practice. The manager and staff working with children do not understand their responsibility to promote children's safety and well-being.
- The providers do not ensure that all staff assess children's individual abilities accurately. Activities often lack sufficient challenge and children quickly

disengage from their learning. Staff do not sufficiently plan challenging activities that build on what each child knows and can do. Therefore, children are not supported to make good progress.

- Children are not encouraged to learn about the importance of managing personal hygiene or how to promote their good health. They go out to play in bare feet and inappropriate clothing for the weather conditions. Staff do not remind them to wash their hands when they come inside.
- Staff do not provide parents with information that gives them the opportunity to support their child's learning at home. While staff encourage them at times to make use of 'home-school bags', these do not contain accurate information that supports children's next steps in learning. However, parents are encouraged to share information about their children's care and learning needs when they first start.
- Staff in the pre-school barn encourage children to use visual clues. Sugar paper letters are hidden in trays of brightly coloured rice. Some children have fun as they identify the initial letter of their name. With the help of staff, they begin to learn what this letter is called and the sound it makes.
- Children enjoy a nutritionally balanced diet. Their individual dietary needs, such as allergies and preferences, are taken into consideration. The chef and kitchen staff use this information to plan a menu that protects children from foods that may harm them.
- Parents say that they feel listened to and that they know who their child's key person is. They add that they 'love the outdoor space'. Children build close relationships with their key person and other staff.

## Safeguarding

The arrangements for safeguarding are not effective.

The providers have failed to take appropriate action to keep children safe in the nursery. Some staff consistently fail to recognise safety issues or remove potential hazards to protect children from injury. This places children at serious risk of harm. Staff do not teach children how to keep themselves safe. However, staff have completed safeguarding training and have an adequate understanding of the procedures to follow should they have concerns about a child's welfare, at home or elsewhere. They are able to describe the action they would take if they had concerns regarding a colleague's practice.

## 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:**

	<b>Due date</b>
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take all necessary steps to ensure the safety of children at all times	07/11/2019
manage children's behaviour appropriately to ensure their safety and promote their understanding of how to keep themselves safe	07/11/2019
ensure that premises, including outdoor spaces, are fit for purpose and suitable for the age of children cared for	07/11/2019
put in place effective risk assessments and take action to minimise or remove hazards that expose children to unnecessary risks	07/11/2019
comply with the requirements of health and safety legislation; this is with particular reference to any recommendations raised by Environmental Health	07/11/2019
ensure that children's medical information is kept confidential and is only accessible and available to those who have a right or professional need to see it	07/11/2019
ensure that the manager and staff have appropriate training, skills and knowledge and a clear understanding of their roles and responsibilities	07/11/2019
ensure that staff supervision arrangements are effective in monitoring personal effectiveness, identifying ongoing training needs and tackling under-performance	07/11/2019
ensure that information gained from assessing children's development is accurate so that staff have a precise understanding of children's skills and abilities	07/11/2019

ensure the educational programmes provide appropriately challenging experiences that capture all children's interests, supports their learning and helps them to make good progress	07/11/2019
put in place an effective two-way flow of information with parents so that they are kept well informed about how they can support their child's learning at home.	07/11/2019

## Setting details

<b>Unique reference number</b>	402288
<b>Local authority</b>	Essex
<b>Inspection number</b>	10125330
<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>	0 to 11
<b>Total number of places</b>	149
<b>Number of children on roll</b>	331
<b>Name of registered person</b>	Whipper-snappers Day Care Nursery Partnership
<b>Registered person unique reference number</b>	RP523721
<b>Telephone number</b>	01371 821131
<b>Date of previous inspection</b>	2 February 2016

## Information about this early years setting

Whipper-snappers Daycare Nursery and Kids Club registered in 2004 and operates all year round. The nursery employs 45 members of childcare staff. Of these, 37 hold appropriate early years qualifications at level 2 or above, including two at level 6 and four with early years teacher status. The nursery is open from 7.30am to 6.30pm, and the kids club operates from 7.30am to 8.30am and from 3.15pm to 6.30pm. During school holidays the club operates from 7.30am until 6.30pm.

## Information about this inspection

### Inspectors

Lynn Clements  
Ann Cozzi

## Inspection activities

- The inspectors reviewed records and the providers' suitability checks of their staff.
- One inspector observed staff practice with the manager, and together they discussed and evaluated an activity.
- The inspectors sought the views of children and parents during the inspection.
- The inspectors reviewed information provided by other professional agencies that the providers, manager and staff liaise with.
- The inspectors discussed how the manager reflects on and develops future 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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