

Inspection of Fledglings Day Nursery and Pre-School

North End School, London Road, East Grinstead RH19 1QQ

Inspection date: 23 January 2020

Overall effectiveness	Inadequate
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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

Outstanding

What is it like to attend this early years setting?

The provision is inadequate

Some staff support children's learning effectively. However, the quality of practice among the team is variable. At times, activities for children do not support their learning and children quickly become bored and lose interest. This slows the progress children make in their learning. More confident and experienced staff engage positively with children and make learning enjoyable. For example, pre-school children enjoyed an activity making mud cakes in the mud kitchen outside.

Not enough action is taken when staff notice changes in children's behaviour and well-being. Staff fail to recognise that children may be at risk and do not implement the nursery's safeguarding policy. Although staff keep a record of their concerns, they do not ensure that relevant information is passed on to the appropriate agencies in a timely manner. This puts children at risk.

Although parents are very happy with the provision offered to their children, recent significant staffing changes have a heavy impact on the quality. The nursery owner and manager work tirelessly to try to make improvements, but current staffing recruitment issues are slowing the progress they intend to make. At present, too few staff hold recognised qualifications to meet the requirements of the early years foundation stage. When these staff are on rostered days off, it means the nursery is in breach and not operating within regulations. Where possible, bank staff will step in to cover. However, these staff are not always known to the children and parents. This has an impact on the quality of care provided and the relationships children build with the staff who look after them.

Children appear happy at the nursery. Good attention is paid towards ensuring the nursery premises are secure and children cannot leave unsupervised. Some provision is made to help children develop the skills they need for future learning. However, weak teaching, at times, hinders this.

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

- There is a strong leadership team in place with a clear vision for the nursery. However, senior staff have accurately reflected that practice is currently not of a good enough standard. The nursery manager has a very incisive approach towards monitoring the quality of the provision and is dedicated to making rapid changes. She is fully committed to supporting all staff to improve their practice. However, her progress with this has been slowed due to the current recruitment issues.
- The quality of education is varied and, at times, weak across the nursery. Not all staff are confident in their abilities to teach children and support their future learning. Activities are not planned consistently well to take account of each

child's interests, abilities and learning needs. As a result, children are not challenged appropriately and some become disengaged and wander away from group activities.

- The nursery has relevant systems in place to teach children about staying safe as they explore their environment. However, other procedures for safeguarding are ineffective. Staff do not act quickly when they notice signs that a child may be at risk and this compromises children's safety.
- Parents report that their children are well prepared for starting school when they leave the nursery. However, weaknesses in teaching mean not all children develop good skills in listening, developing independence, following instructions and concentrating for short periods. For example, the inspector noted that during some group time, such as circle time and lunchtime, children's behaviour is poor and sometimes disruptive as they lose interest quickly. This does not fully support every child to be ready for future learning.
- The nursery has a dual-language curriculum. Staff speak in both English and Spanish to children. From a young age, children learn to ask for simple things in Spanish. For example, babies and toddlers were heard to say 'agua' when requesting water. This broadens children's awareness of other cultures.
- Generally, some effective strategies are used to support children's communication skills. Babies learn to use simple signs and gestures to communicate their wishes. For example, they use their arms to indicate 'all gone' and 'where?'. Staff respond positively to this and it means babies begin to convey their needs effectively.
- The nursery owner is highly committed to ensuring children benefit from a healthy, wholesome range of meals. He has carefully planned all meals to ensure they meet children's nutritional needs, and parents commend the way in which he supports children's dietary requirements.
- The outside area for older children is well designed to support children's learning, particularly the boys and those who prefer to learn outdoors.
- The premises provide a welcoming and safe environment for children. They are clean, well maintained and warm.
- Parents are encouraged to become involved in their children's learning. Staff share assessment information and use strategies, such as the 'Fledglings Library' to enable parents and children to share story books at home. This has resulted in more children showing interest in reading and developing their literacy awareness.

Safeguarding

The arrangements for safeguarding are not effective.

Safeguarding arrangements are not always fully understood by staff. Although they have completed relevant training, written policies are not implemented and staff are too slow to act in response to possible concerns. Despite this, other aspects of children's safety are met appropriately. Staff are suitable, vetted and cleared to work with children. Leaders undertake regular checks to make sure staff remain suitable. Staff are vigilant in ensuring that no mobile phones are used on the

premises, in line with their written procedures to keep children safe.

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 staff's understanding of the nursery's safeguarding policy and what action they must take when there are safeguarding concerns about a child	10/02/2020
ensure all staff have an up-to-date knowledge of safeguarding procedures to enable them to identify the signs of possible abuse at the earliest opportunity and to respond in a timely and appropriate way	10/02/2020
improve staffing levels for children aged under two years to make sure there is always a suitably experienced level 3 member of staff who is known to the children present	10/02/2020
improve staff deployment for children aged two years to ensure there is always a level 3 trained member of staff who is known to the children present	10/02/2020
improve staff deployment for children aged three years and over, to ensure there is always a level 3 trained member of staff who is known to the children present	10/02/2020
improve teaching to a good or better level to make sure each child's individual needs, interests and abilities are taken into consideration in the planning and delivery of all activities	31/03/2020

improve the quality of teaching and activities planned for children to ensure they offer relevant challenge and enable children to develop the key skills they need for their future learning.	31/03/2020
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Setting details

Unique reference number	EY473620
Local authority	West Sussex
Inspection number	10128635
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register
Day care type	Full day care
Age range of children	0 to 4
Total number of places	57
Number of children on roll	53
Name of registered person	Fledglings World Nurseries Limited
Registered person unique reference number	RP535162
Telephone number	01342 302300
Date of previous inspection	30 June 2016

Information about this early years setting

Fledglings Day Nursery and Pre-School registered in 2014. It is located in East Grinstead, West Sussex. The nursery is open Monday to Friday, from 7.30am to 6pm, for 50 weeks of the year. There are 12 members of staff who work with the children. The nursery manager holds a degree in early years. Seven staff are qualified to level 2 or level 3. Funding is accepted for the provision of free early years education for children aged three and four years.

Information about this inspection

Inspector
Jo Caswell

Inspection activities

- The inspector walked around the nursery with the manager and assessed how well the premises are organised to keep children safe and support their learning.
- Discussions took place with staff in all nursery rooms about how they plan for children's development and how they safeguard children.
- Two joint observations were completed with the manager to evaluate how well she assesses the quality of teaching and the promotion of children's learning.
- The nursery owner was fully involved in the inspection and contributed information about how he meets legal requirements and supports children's healthy development.
- Records about children's safety and welfare were looked at, including behaviour incident logs.
- The views of parents who were available to speak with the inspector were taken into consideration.

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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