

Inspection of Pickles

185 Elmers End Road, Beckenham, Kent BR3 4EH

Inspection date: 10 February 2020

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

Some children are not provided with sufficient levels of care and their personal needs are not met appropriately during their time at the nursery. This is apparent when staff-to-child ratios are not maintained at different points of time during the day. In addition, the key-person system and staff deployment are ineffective. Some children receive poor levels of adult support and interaction, which means that they are left to occupy themselves for far too long. Despite this, most children generally seem happy and show that they are comfortable in their surroundings. Although staff are caring and kind, they do not have high enough expectations for children's care, learning and behaviour. Some children are left in wet clothes for prolonged periods of time and some children are left to run around, showing poor levels of engagement. Staff working with babies show affection and provide frequent encouragement as they sing and read books to them. However, babies would benefit from a wider range of planned activities and from hearing more language as they play, to support their learning further. Toddlers and pre-school children enjoy exploring letters during water play and engage well in sticking activities using collage materials. Although some staff plan suitable activities to support children's learning, overall the quality of teaching needs to be improved. Teaching practice is not sufficiently effective to support all children to make the progress they are capable of.

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

- The nursery has recently undergone some change after merging together two of their sites. As part of the restructuring, leaders are in the process of recruiting some new staff to lead and manage the different age groups. Some children are still adjusting to their new surroundings and routine, but overall most children are settled. However, leaders and managers do not support staff sufficiently to fulfil their roles and responsibilities effectively during this period of change.
- Staff-to-child ratios are not always maintained at different times of the day. Additionally, the key-person system and staff deployment arrangements need to improve. For instance, some children do not have a named key person. As a result of these weaknesses, some children are left to roam around aimlessly and valuable opportunities to build their confidence and support their learning are missed.
- Staff plan a variety of activities for children. For example, older children discuss colours when making Valentine's cards and like experimenting to make 'Mr potato' faces. Staff generally have a positive manner when helping individual children with different activities. However, staff do not ensure that children of all age groups have consistent opportunities to engage in experiences that help them to thrive in their learning.
- Children have opportunities to eat a range of healthy foods and meals. However,

the arrangements at snack time require review. More consideration needs to be given to promoting good hygiene practices and minimising risk of cross-contamination. For instance, on the day of the inspection, children ate their fruits directly from the table with no plates.

- Children are taken out for walks and given opportunities to develop their physical skills each day. For example, they enjoy visiting parks, large green spaces and ponds. These experiences also support children's knowledge of the wider world and help them to have a growing appreciation for living things.
- Children have access to a good range of resources, and the environment is planned in a way that supports them to make independent choices. For instance, some toddlers and older children like exploring reptiles and insects in sand and matching animals. This supports their developing awareness of different species and the natural world.
- Staff have opportunities to update and extend their knowledge and skills. However, coaching and training need to be more focused to swiftly improve outcomes for children
- Self-evaluation is ineffective. Although leaders are aware that expectations need to be higher and the quality of experiences for children needs to improve, previous actions have not been met and not enough has been done to ensure children receive good-quality care and education.
- Some toddler and pre-school children show poor levels of engagement. This is due to staff not being alert enough to times when some children need higher levels of support. Staff complete behaviour management training and frequently offer encouragement and praise. However, the impact of staff training has not been effective in ensuring all children have positive attitudes towards learning.
- Parents speak positively and express satisfaction with the provision. They state that staff are very personable and welcoming and that their children enjoy attending and are making progress. Working with parents is a strength of the setting.

Safeguarding

The arrangements for safeguarding are not effective.

Safeguarding training is ineffective for some staff. For instance, some staff members do not understand the possible signs and symptoms that may indicate children are at risk of harm. Furthermore, they do not understand how to identify concerns that may indicate that children and their families are at risk of being drawn into extreme groups. This compromises the safety and welfare of children. In addition, although leaders seek some appropriate advice around their safeguarding practice, they lack knowledge to fulfil all of their responsibilities under the 'Safeguarding and Vulnerable Groups Act 2006', including the duty to inform appropriate agencies of matters relating to the possible ongoing suitability of staff to work with children. Despite this, initial recruitment procedures in place are thorough. For instance, the management team ensures that staff have Disclosure and Barring Service checks, and suitability references are obtained before staff are left unsupervised with 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
ensure that staff have a secure knowledge of the different signs that may indicate children are at risk of harm, and have a clear understanding of the procedures to follow in order to report any concerns	02/03/2020
improve leaders' knowledge and understanding of their responsibilities under the 'Safeguarding and Vulnerable Groups Act 2006', including the duty to inform appropriate agencies of matters relating to possible staff suitability to work with children	02/03/2020
ensure that staff-to-child ratio requirements are met throughout the day and staff deployment is effective to deliver good levels of quality and care to children	02/03/2020
ensure that the key-person system is effective to meet the needs of individual children	02/03/2020
improve coaching and support for staff to raise the quality of teaching and to ensure that children of all age groups have good levels of support to engage in challenging experiences that help them to thrive in their learning	02/03/2020
ensure that staff promote greater levels of hygiene practices at snack time to minimise the risk of cross-contamination.	02/03/2020

Setting details

Unique reference number	EY427684
Local authority	Bromley
Inspection number	10144769
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	40
Number of children on roll	57
Name of registered person	Jordan, Louise
Registered person unique reference number	RP906377
Telephone number	02086586222
Date of previous inspection	6 May 2014

Information about this early years setting

Pickles registered in 2011 and is based in the London Borough of Bromley. It operates from 7.30am until 6pm, Monday to Friday, throughout the year. The nursery receives funding to provide free early education for children aged two, three and four years. 13 members of staff work with the children. The manager holds a childcare qualification at level 6 and seven staff hold a qualification at level 3.

Information about this inspection

Inspector
Amy Mckenzie

Inspection activities

- The inspection was prioritised following Ofsted's risk assessment process.
- The inspector and the owner completed a learning walk together and discussed the intentions for children's learning.
- A number of observations were carried out to assess the quality of experiences. The owner contributed towards these.
- A number of parents were spoken to and their views were taken into consideration.
- Required documentation was viewed, for example staff suitability information and qualifications.

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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