

Inspection of Jubilee Children's Centre Nursery

Jubilee Childrens Centre, Lightowler Road, Halifax HX1 5NB

Inspection date: 17 February 2020

Overall effectiveness

Inadequate

The quality of education

Good

Behaviour and attitudes

Good

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

Children's safety and welfare are compromised. Robust procedures relating to health and safety, accidents and medication are not consistently followed. Additionally, staff's knowledge about the signs and symptoms of abuse is basic. They do not consistently know when, and where, to report a concern. Despite this, children enter the welcoming and stimulating environment with enthusiasm and have close relationships with staff. They feel secure and happy in their play.

Children benefit from a wide range of accessible resources that capture their interests and promote their curiosity. Staff support all children well during play and adapt their teaching skills to suit their varying needs. They track children's progress from the start, as individuals and as groups. Leaders and staff focus on any gaps in learning to swiftly support children's development. Despite systems in place to involve parents in the service, they are not consistently made aware of their child's most current next steps or how to continue their learning at home. However, parents are given a wide variety of information to help their understanding of a range of topics, such as internet safety, and enhancing children's communication skills.

Children's behaviour is good. Staff use consistent strategies to help improve their self-esteem and help them realise their achievements. Children receive stickers and show pride in their positive actions. Staff understand all children's abilities and emotional needs when managing behaviour. As a result, children are able to follow simple instructions and play well in groups. They are learning to regulate their own feelings.

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

- Staff do not consistently follow the medication policy, leading to potential health risks. Additionally, some administering equipment was found unwashed, containing remains of past medicine and bodily fluids. This has a significant impact on children's well-being.
- When using areas of the premises away from the main building, staff do not consistently ensure a suitable first-aid kit is available. Additionally, when children have an accident, records are not consistently completed and shared with parents the same day. This has a further negative impact on children's health and well-being, especially when involving a head injury. Leaders do monitor accidents and identify any trends. They use this information to inform future risk assessments.
- Leaders provide staff with regular supervisions and training opportunities. However, they do not consistently check understanding of knowledge learned or identify individual areas of improvement. Not all staff have a consistent

understanding of what to do when reporting a possible child protection concern within the setting. However, staff show a good knowledge of child development and use good teaching skills to support children during play. They have opportunities to reflect on their practice and are coached to increase their interaction skills.

- Leaders have high expectations for children's developmental outcomes. They provide a highly inclusive setting that prepares children well for their next stages in learning, including their move to school. Leaders work closely with other professionals to support children and their families, and address any additional needs.
- Staff enhance children's communication and language skills. They model clear speaking techniques to children and use lots of vocabulary in play. This helps children, particularly those who speak English as an additional language, learn how to communicate. Children enjoy joining in with stories and songs. For example, they dress up and repeat phrases from the 'Wonky donkey' book. Their early literacy skills are well supported. Children connect letters together as staff sound them out.
- Children have access to a selection of outdoor spaces. They enjoy rolling down grass slopes in their waterproof clothes. Additionally, children lay on the ground and staff spark their imagination as they look at shapes in the sky, and act out the 'Three little pigs'. They work in teams to gather sticks and make dens. Children enjoy watering the plants and vegetables growing in the garden.
- The key-person system is effective. Staff know children well. As a result, children are emotionally secure and show confidence in their play. Babies explore their sensory-themed environment and enjoy listening to different noises in the outdoor area. They access a wide variety of stimulating activities and resources, carefully planned to suit their needs and interests. Babies enjoy splashing in puddles and pouring water from one container to another. Staff develop babies' language skills consistently. Children enjoy watching leaves float in the air as a staff member says, 'Whoosh'.

Safeguarding

The arrangements for safeguarding are not effective.

Several breaches of the safeguarding and welfare requirements have a significant impact on children's safety. For example, staff do not consistently know what to do if a child arrives without their required medication with them. This puts their health at significant risk if this is not identified and the child needed that medication while in nursery. Additionally, staff do not have an in-depth knowledge about wider areas of child abuse, such as female genital mutilation and the 'Prevent' duty guidance. Furthermore, they do not fully understand when to refer a concern of this nature or consistently follow the setting's reporting process.

What does the setting need to do to improve?

To meet the requirements of the early years foundation stage, the

provider must:

	Due date
implement robust medication procedures that ensure children consistently have their required medication, and is administered using clean equipment	20/03/2020
ensure there is a suitable first-aid kit available and accessible at all times, for use with children if they have an accident	20/03/2020
implement safeguarding procedures that are consistently understood by staff, ensuring there is a clear and concise route for reporting a child protection concern	30/03/2020
strengthen staff understanding of the signs and symptoms that may indicate child abuse, including female genital mutilation and extreme beliefs, and ensure they understand when they would need to respond to a concern	30/03/2020
ensure the setting's accident and injury policies and procedures are consistently followed, with particular regard to informing parents of incidents on the same day they happen.	20/03/2020

To further improve the quality of the early years provision, the provider should:

- provide staff with coaching, training and support, to help raise the quality of their individual practice, focusing on their particular needs and gaps in knowledge
- strengthen strategies to help parents contribute to the overall service and their children's learning.

Setting details

Unique reference number	EY486589
Local authority	Calderdale
Inspection number	10131639
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register
Day care type	Full day care
Age range of children at time of inspection	1 to 4
Total number of places	49
Number of children on roll	103
Name of registered person	Halifax Opportunities Trust
Registered person unique reference number	RP532937
Telephone number	01422 362120
Date of previous inspection	6 January 2016

Information about this early years setting

Jubilee Children's Centre Nursery registered in 2015. The provision employs 19 members of childcare staff. Of these, 16 hold appropriate early years qualifications at level 3 and above, including one with early years professional status. The nursery opens from Monday to Friday all year round. Sessions are from 8.30am until 5.30pm. The nursery provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspector

Rachel Waterhouse

Inspection activities

- The inspector completed a learning walk with the manager and deputy manager and discussed how the curriculum and setting are organised.
- The inspector observed the quality of teaching and assessed the impact this has on children's learning.
- The management team and the inspector completed a joint observation. The inspector took account of its views and reviewed the procedures in place for evaluating the quality of the setting. She reviewed staff training and professional development plans.
- The inspector spoke to parents, staff and children at convenient times during the inspection and took account of their views.
- The inspector held meetings with the leadership and management team at convenient times during the inspection. She reviewed a sample of documents, including the suitability checks for all staff, policies, procedures and other records regarding health and safety.

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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