

Inspection of Dean Close Little Trees Day Nursery, Hucclecote

141 Hucclecote Road, Gloucester GL3 3TX

Inspection date: 18 August 2021

Overall effectiveness **Inadequate**

The quality of education

Good

Behaviour and attitudes

Good

Personal development

Inadequate

Leadership and management

Inadequate

Overall effectiveness at previous
inspection

Not applicable

What is it like to attend this early years setting?

The provision is inadequate

Although children enjoy being at the nursery, their safety is compromised by staff's weak safeguarding knowledge. The designated safeguarding lead and some staff lack an understanding of effective safeguarding procedures. For example, some staff do not have sufficient knowledge and understanding of the signs which should cause a safeguarding concern to be raised. Although staff attend relevant training, the management team do not check whether staff understand the training that has been delivered.

Children play cooperatively alongside each other and begin to make strong friendships from a young age. They seek out their friends and initiate imaginary play. For example, they use props and assign each other roles, such as 'mummy' and 'daughter'.

Staff have high expectations for the children as they engage them in activities and extend their learning. For example, when children are building towers out of logs, staff remind them that they used 10 logs previously and encourage them to build a higher tower, counting as they go along.

Parents say goodbye to children at the door, due to the COVID-19 (coronavirus) pandemic. Children have learned to adapt to the new routine and separate with ease from their parent. Particular attention is given to children who need a little extra support coming into nursery and, as a result, these children settle well.

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

- Safeguarding practice is weak. The designated safeguarding lead has poor knowledge of the steps to take if an allegation is made against a person working with children. Although she understands when she needs to make referrals about staff, she does not fully understand the local safeguarding partnership's procedures for allegations management.
- The management team do not effectively implement their mobile phone and camera policy. Although all permanent staff are aware that mobile phones and cameras can only be used in a designated area of the nursery, agency staff are not consistently informed of the policy. As a result, children's safety is compromised.
- The management team have procedures in place to check staff knowledge and understanding of child protection procedures, however, they do not check whether staff understand wider safeguarding issues. This gap in staff knowledge means children are not effectively safeguarded.
- The management team have a clear ambition for what they want children to learn as they transition through the nursery and leave to begin school. The

environment is set up to help babies settle and feel secure and for older children to learn skills, which prepare them for the next stage of their life.

- Children show good levels of independence. They begin to use cutlery from a young age and older children take responsibility for their self-care, including using the toilet independently and changing their clothes. They learn to share with their friends and understand that some behaviour is not acceptable, for example snatching.
- Children make good progress in their learning and development. The management team regularly monitor the accuracy of the observations and assessments that staff carry out. This allows them to monitor precisely the progress that children make and identify any gaps in children's learning.
- Children with special educational needs and/or disabilities are supported well. The special educational needs coordinator works closely with parents and other professionals to put plans in place to support their learning. Staff know the children well. They follow the relevant plans, which helps children to settle and make good progress in their development.
- The management team and staff have a strong focus on promoting children's communication and language. Staff ask children questions and narrate what they are doing to promote speech and language. Children communicate well and learn to express their emotions. Staff make effective use of communication books that contain pictures for children who have limited speech and understanding. This helps them to understand the daily routines.
- Parents are complimentary about the staff at the nursery. They are happy with the level of communication they receive through the nursery's online system. They feel confident to raise concerns should the need arise and feel that their concerns will be acted on.

Safeguarding

The arrangements for safeguarding are not effective.

The management team do not have sufficient oversight of staff safeguarding knowledge or their understanding of the nursery policies and required safeguarding practices. As a result, they have failed to identify that some staff do not understand wider safeguarding issues. For example, they are unable to identify signs that indicate a child or family may be at risk of radicalisation and other types of abuse.

What does the setting need to do to improve?

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

	Due date
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ensure all staff, including agency staff, receive an effective induction, which includes the use of mobile phones and cameras within the nursery	27/08/2021
ensure the designated safeguarding lead understands and implements the local safeguarding partnership procedures, with particular regard to the allegations management procedure	27/08/2021
put systems in place to check that all staff understand and recognise signs that indicate a child may be at risk of harm and have up-to-date knowledge of safeguarding issues.	27/08/2021

Setting details

Unique reference number	EY553142
Local authority	Gloucestershire
Inspection number	10204141
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	0 to 4
Total number of places	57
Number of children on roll	88
Name of registered person	Dean Close Nurseries Limited
Registered person unique reference number	RP534969
Telephone number	01242 258086
Date of previous inspection	Not applicable

Information about this early years setting

Dean Close Little Trees Day Nursery, Hucclecote registered in November 2017. The nursery offers care from 7.30am to 6pm Monday to Friday all year round except for bank holidays. The setting employs 17 staff. Two member of staff hold qualified teacher status. 11 members of staff hold appropriate childcare qualifications at level 3 and four members of staff are unqualified. The nursery receives funding for the provision of free early years education for children aged two, three and four years.

Information about this inspection

Inspector
Champa Miah

Inspection activities

- This was the first routine inspection the nursery received since the COVID-19 (coronavirus) pandemic began. The inspector discussed the impact of the pandemic with the management team and has taken that into account in the evaluation of the setting.
- The deputy manager and the inspector had a learning walk across all areas of the nursery where childcare is provided. This helped to establish how the nursery delivers the early years curriculum.
- The inspector observed the staff interacting with children indoors and outside. She jointly evaluated a planned activity with the deputy manager.
- The inspector held discussions with the management team, staff and children at appropriate times throughout the inspection. She took account of parents' views.

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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