

Inspection of Pebbles Nursery and Pre-School

Nunroyd House, Nunroyd Park, New Road, Yeadon, Leeds LS19 7HR

Inspection date: 22 September 2021

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

Children are cared for, although not always safe. Staffing arrangements do not meet the needs of all children. Some staff, including agency personnel, are not consistently based in the same playroom. Many children do not have an adult in the nursery who knows their current level of development and what they need to learn next. In addition, there is no planned curriculum for children to help them move on in their learning. Staff who have worked at the nursery for some time put out resources that they know children will enjoy. However, these resources are used to keep children occupied rather than to engage them in purposeful play that helps to develop the skills they already have.

Parents explain that, due to the COVID-19 (coronavirus) pandemic, they do not enter the premises. They talk with unease about how they are greeted at times by unfamiliar faces. This does not offer a settled relationship for their child and help parents build secure associations with those taking care of their children. However, even in such circumstances, all staff are very kind and caring towards the children. Children are happy, behave well and get along with their friends.

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

- Senior leaders do not ensure that staffing arrangements meet the needs of all children. Records of attendance and staff signing-in sheets show, on several occasions, that ratio requirements are not met. In addition, accident records show how unexplained minor injuries have happened to children at these times. This significantly compromises children's well-being.
- A number of staff have left the setting recently. This has had a notable negative impact on the quality of education afforded to children and the leadership and management of staff. Senior leaders do not have an accurate view of the quality of the nursery. That said, the newly appointed manager, who has only been in place for a few weeks, is aware of some of the weaknesses in practice. For instance, she knows that permanent staff have little time to interact with children due to the additional management duties placed on them in supporting agency staff. She is also aware that there is no planned curriculum that builds on children's prior knowledge and skills.
- Training to support staff to observe, plan and assess children in the way that the new nominated individual requires has been disseminated to one manager. However, senior leaders have not made sure that this training has been delivered to all staff. This has impacted greatly on the quality of education afforded to children. For several months, there has been no planned curriculum to build on children's current knowledge. Children are not provided with challenging activities that support their specific learning needs.
- Senior leaders do not have effective systems in place for the supervision of all

staff, including managers. They do not foster a culture of mutual support and teamwork. Senior leaders are not aware of and do not manage the main pressures on staff, such as the heavy workload placed on permanent members of staff. This has led to low staff morale.

- New staff and agency personnel do not understand their role and responsibilities. This is because induction procedures have not been implemented in a timely way. All policies, including safeguarding procedures, have not been shared with some new staff and agency personnel. New staff and agency personnel are also unaware of emergency evacuation procedures.
- Staff do not know signs that may indicate that a child is being subject to harm, radicalisation or extreme views. This is because senior leaders do not ensure that staff complete training available to them or that their knowledge in this respect is secure. This compromises children's safety.
- Senior leaders do not know that Disclosure and Barring Service (DBS) checks have not been carried out for some new staff. At times, new staff are left unsupervised with children before they are deemed suitable to work alone. This does not demonstrate safe recruitment practice to keep children safe.
- Children's learning and development information is not kept up to date on the online system. Parents do not know what their children are learning at the nursery and what their next steps are. This does not support effective partnership working with parents and continuity of learning at home.
- Staff provide times to support babies and toddler's early literacy skills. Babies and toddlers enjoy looking at books with staff after lunch. Staff sing rhymes to them and young children attempt to follow some actions that staff make with their hands.
- Staff support some aspects of children's development well. For example, older children learn how to use tweezers to pick up resources. This helps to strengthen the small muscles in their hands for later writing. Children also have ample opportunities for outdoor play, where they use a range of apparatus.

Safeguarding

The arrangements for safeguarding are not effective.

Staff are aware of the possible signs and symptoms of abuse. However, they have a poor knowledge of the 'Prevent' duty guidance and other safeguarding concerns. Supervision arrangements do not provide opportunities for discussion around children's development, well-being and child protection concerns. Training and induction procedures are not implemented in a timely way. This does not ensure children's safety and quality learning experiences. Safe recruitment procedures are not followed at all times. Children's well-being and safety are compromised due to poor staffing arrangements.

What does the setting need to do to improve?

The provision is inadequate and Ofsted intends to take enforcement action.

We will issue a Welfare Requirements Notice requiring the provider to:

	Due date
improve staff's knowledge of and ensure they have full regard to 'Working Together to Safeguard Children' and the 'Prevent' duty guidance to keep children safe from harm	05/10/2021
ensure all vetting procedures have been followed, including DBS checks for all staff	05/10/2021
implement effective induction training and make sure that all staff understand their role and responsibility with regards to emergency evacuation procedures and all nursery policies and procedures, including child protection	05/10/2021
put appropriate arrangements in place for the supervision of all staff and provide support, coaching and training that promotes the interest of all children	05/10/2021
ensure staff supervisions include discussion around children's development, well-being and child protection concerns, and identify solutions to address issues as they arise to improve staff's personal effectiveness	05/10/2021
assign a key person to every child to ensure their care is tailored to meet their individual needs and builds effective relationships with parents	05/10/2021
make sure children are adequately supervised at all times and staffing arrangements meet their needs to ensure their safety.	05/10/2021

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

	Due date
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consider the individual needs, interests, and stage of development of each child and use this information to plan challenging and enjoyable experiences for all children that support their ongoing development	22/12/2021
ensure all parents are kept up to date with their children's progress and development, and ensure ongoing dialogue to support continuity of learning at the nursery and at home.	22/12/2021

Setting details

Unique reference number	EY457002
Local authority	Leeds
Inspection number	10207407
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 at time of inspection	1 to 4
Total number of places	104
Number of children on roll	116
Name of registered person	Pebbles Nursery Ltd.
Registered person unique reference number	RP902249
Telephone number	01943879020
Date of previous inspection	1 September 2017

Information about this early years setting

Pebbles Nursery and Pre-School registered in 2013. The nursery employs 19 members of childcare staff; all hold appropriate early years qualifications at level 3 and above. The nursery opens Monday to Friday, from 7.30am until 6pm, all year round. The nursery provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspectors

Jane Tucker

Aimee Hill

Inspection activities

- This was the first routine inspection the setting received since the COVID-19 (coronavirus) pandemic began. Inspectors discussed the impact of the pandemic with the provider and have taken that into account in their evaluation of the setting.
- The inspectors held several discussions with the management team and staff. They looked at relevant documentation and evidence of the suitability of staff working on the premises.
- The inspectors observed the quality of teaching during activities indoors, and assessed the impact this has on children's learning.
- A learning walk was completed with an inspector and the manager and they discussed the early years provision and the aims of the curriculum.
- An inspector completed a joint evaluation of an activity with the manager.

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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