

Inspection of Little Oaks Day Nursery

1-5 Corporation Road, Grimsby, Lincolnshire DN31 1UJ

Inspection date:

12 November 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

Children's welfare is not protected. Staff knowledge of child protection is varied. While some staff are aware of the indicators of abuse and referral procedures, others have a poor understanding. Management and staff have failed to identify indicators of abuse and make referrals in a timely way to protect children from potential harm. Inconsistencies with the supervision of children when they eat outside of the usual daily routine, result in some children not being adequately supervised at these times. When this occurs, staff do not notice when children drop their food on the floor, pick this up and eat it. Children's well-being is, therefore, not always maintained.

Despite significant weaknesses in safeguarding, children are supported in their learning and they behave well. Staff have a clear awareness of the skills and knowledge they want children to learn. Children happily engage in a range of hands-on learning experiences, which build on their prior learning. Additional support is provided for children who have special educational needs and/or disabilities, helping to close achievement gaps.

Management and staff place a strong emphasis on supporting children to feel settled and to develop positive relationships. This is because they have noted how the COVID-19 pandemic has had an impact on young children's social skills. Staff plan lots of opportunities for children to learn about their feelings and emotions. During welcome time discussions, children are encouraged to identify how they are feeling.

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

- Inconsistencies with staff knowledge of child protection and poorly maintained child protection records, result in children's welfare not being maintained.
- Managers and staff have a clear awareness of the skills and knowledge they want children to learn. Staff monitor children's progress and have a good knowledge of child development. They use this information to plan future experiences, which build on children's prior knowledge and skills.
- Children are motivated as they engage in an interesting range of activities and experiences. Overall, staff support children well during their play. However, planning of some group activities is slightly too long, resulting in not all children maintaining their attention and focus.
- Children thoroughly enjoy outdoor learning opportunities, as staff support and guide their learning through positive interaction. A group of children are supported to use their imagination as they re-enact and retell a popular story. Staff introduce counting opportunities during games of hide and seek.
- Staff provide a continual dialogue as children play. Children enjoy listening to

stories. Younger children listen to an interactive story where they are supported to move their mouth and tongue in different ways. This helps children to develop the muscles and movements needed for speech. Staff introduce new words and model how to talk in sentences. However, they do not always provide children with enough time to respond with their own thoughts and ideas.

- Staff plan lots of opportunities for babies to develop their physical skills. They provide activities on low-level tables and in front of mirrors to encourage children to pull themselves up, stand, move and reach for the resources. Babies enjoy exploring paint as they paint their hands, feet, and bodies. They are encouraged to make footprints as they walk over large sheets of paper.
- Additional support is provided for children who have special educational needs and/or disabilities. Staff adapt their approach to meet the individual needs of the child. They work with other professionals to provide each child with targeted support. Simple language, signs and symbols are used as appropriate to help children to understand and follow directions.
- Children's good health is promoted. They benefit from healthy, nutritious meals and snacks, and drinks of water or milk. Staff change children's nappies regularly during the day. Children are provided with a toothbrush in the nursery's welcome pack. Staff read stories and plan activities to support children's awareness of good oral hygiene. Babies are provided with appropriate foods to meet their needs.
- The recently appointed management team are in the process of improving staff supervisions procedures. They plan to monitor staff practice more closely in each room, to help ensure all areas of weakness are identified in the future. Management ensures there are always enough staff working with the children.

Safeguarding

The arrangements for safeguarding are not effective.

While some staff are knowledgeable about child protection, others have a poor understanding. Not all staff are aware of the indicators of abuse or the correct procedures to follow when they have a concern about a child. Some staff are unfamiliar with the indicators associated with radicalisation and extremism. Other staff confirmed they would complete an accident at home form if children arrived with marks or bruises on their ears or if a non-mobile baby had bruises. Staff failed to understand the possible severity of these injuries and how these injuries link to possible abuse. Records relating to injuries which occur outside of the nursery are poorly maintained, and monitored. This results in staff and management not identifying potential abuse and significant delays in referrals being made to relevant agencies. Children are, therefore, not protected from potential harm.

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
ensure child protection procedures are consistently implemented, with specific regard to maintaining clear information about children's pre-existing injuries and responding in a timely way when concerns are identified	22/11/2021
ensure staff and management receive training so that they have an up-to-date knowledge of all indicators of abuse and understand the procedures to follow if they have any concerns about a child	22/11/2021
review records and share these with external agencies where there are concerns about a child's safety	22/11/2021
ensure children are adequately supervised while they eat.	22/11/2021

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

- support all staff to allow children enough time to think about and answer questions asked of them
- review how activities are structured and delivered so that they consistently build on children's attention and concentration skills.

Setting details

Unique reference number	2548188
Local authority	North East Lincolnshire
Inspection number	10209694
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	52
Number of children on roll	64
Name of registered person	Little Oaks Grimsby Ltd
Registered person unique reference number	2548187
Telephone number	01472362666
Date of previous inspection	Not applicable

Information about this early years setting

Little Oaks Day Nursery registered in 2019. The nursery opens all year round from 7.45am to 6pm, Monday to Friday, except for bank holidays. The nursery employs 17 members of staff, 14 of whom hold relevant early years qualifications at level 3 or above.

Information about this inspection

Inspector

Melanie Arnold

Inspection activities

- This was the first routine inspection the provider received since the COVID-19 pandemic began. The inspector discussed the impact of the pandemic with the provider and has taken that into account in their evaluation of the provider.
- We carried out this inspection as a result of a risk assessment, following information we received about the provider.
- The manager joined the inspector on a learning walk and talked to the inspector about their curriculum and what they want their children to learn.
- The inspector observed the quality of education being provided, indoors and outdoors, and assessed the impact that this was having on children's learning.
- The inspector carried out a joint observation of a group activity with the deputy manager.
- The inspector spoke to several parents during the inspection and took account of their 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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