

Inspection of Snowy's Nursery And Pre-School

2 Braydeston Avenue, Brundall, NORWICH NR13 5JX

Inspection date: 16 November 2021

Overall effectiveness	Inadequate
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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's safety is not assured. There have been recent significant changes in leadership and the organisation of staffing. The management committee, who have oversight for the quality of provision, have failed to monitor it adequately. They do not sufficiently ensure that those leading the provision have carried out the requirements of their role effectively.

Children with special educational needs and/or disabilities (SEND) do not receive the education that they are entitled to. Children do not make the progress they are capable of in their communication and language development from their individual starting points. This has a negative impact on children's social skills, and their ability to become curious, engaged learners.

Despite the systemic weaknesses in the leadership and management, most children enjoy their time at the setting. They are generally settled and happy. Children play together. For instance, they take turns bouncing on mini trampolines, closely supervised by staff. Children enjoy warm and positive interactions with staff. This helps them to feel settled. They enjoy the activities that staff provide. For example, young children concentrate well on putting lard and seeds into pine cones to hang up as bird feeders. Staff ask them whether they are going to hang them indoors or outdoors. This enables them to consider their thoughts and make decisions.

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

- Leaders and managers have an incomplete understanding of the requirements that they must meet. Not all weaknesses in provision are clearly understood by the management committee. For example, in the provision, they were unaware that there is only one practising member of staff with a valid first-aid qualification routinely working with the children. While this meets the minimum requirement, other members of the staff team were unaware who is qualified. This compromises children's safety.
- Staff do not receive effective supervision. Any support, coaching and training they do receive is not adequate to achieve a good quality of care and education overall. Some practice issues are poorly addressed. This has led to a drop in standards of education and care. Staff supervision and training was an action raised at a previous inspection. This shows that the provider's capacity to make the required improvements is poor.
- The needs of children with SEND are not well met. Several of these children do not have appropriate plans in place to support their well-being and learning. There is a lack of evidence of consistent ongoing liaison with other professionals to ensure that children's needs are met in the most appropriate ways. As a result, these children do not make adequate progress to be ready for the next

stage in their education.

- Where there are plans in place for children who have SEND, these are not carried out. For example, children with speech and language delays do not have planned one-to-one time with staff or opportunities for small-group activities. This compromises children's well-being, learning and development.
- Some children ask thoughtful questions and can express themselves. However, those who need extra support cannot communicate clearly. At times, this affects their participation in the educational activities, such as story time.
- Overall, the maintenance and organisation of essential records are poor. For example, records about actions taken to safeguard children are incomplete. The procedures for checking staff's ongoing suitability are not carried out.
- There was no evidence of public liability insurance.
- Staff know where some children are in their learning and development. Statutory assessments, such as the developmental check for children between the ages of two- and three-years old are not consistently shared with parents. Some parents feel poorly informed about the education their children receive. Others speak of a recent parent's evening, which they found helpful.

Safeguarding

The arrangements for safeguarding are not effective.

The weaknesses in leadership and management compromise children's safety. Not all staff comprehend the procedures to follow for any child protection concerns or who is the first-aid trained staff in the event of an accident. This does not protect children's welfare. Although, generally, staff do have some understanding of safeguarding. The provider appropriately informs Ofsted of new committee members. Disclosure and barring service checks are in place for staff and committee members.

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
gain a suitable knowledge of the safeguarding and welfare requirements of the statutory framework for the early years foundation stage	08/12/2021
provide all staff with effective supervision to help improve their practice	08/12/2021

deliver clear and appropriate support arrangements for children with SEND, including working effectively with other professionals	08/12/2021
maintain appropriate records for the safe and efficient running of the setting to ensure that children's individual needs are met	08/12/2021
make records easily available for inspection.	08/12/2021

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

	Due date
develop understanding of the requirement to review a child's progress between the ages of two- and three-years-old and provide parents with a written summary.	08/12/2021

Setting details

Unique reference number	EY405395
Local authority	Norfolk
Inspection number	10214310
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register
Day care type	Sessional day care
Age range of children at time of inspection	2 to 4
Total number of places	28
Number of children on roll	48
Name of registered person	Snowy's Nursery and Pre-School Committee
Registered person unique reference number	RP525318
Telephone number	01603 211445
Date of previous inspection	25 February 2019

Information about this early years setting

Snowy's Nursery and Pre-School registered in 2010. The nursery employs 11 members of childcare staff, 10 of these staff hold appropriate early years qualifications at level 2 or level 3. The nursery is open each weekday during school term times, between 8.45am and 3.15pm. It opens at 8.30am and closes at 4pm on Tuesdays and Wednesdays. The nursery provides funded education for two-, three- and four-year-old children.

Information about this inspection

Inspector

Kate Hipperson

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.
- The inspector observed the quality of interactions between staff and children and evaluated the impact that these had on children's learning and development. Children spoke to the inspector about their activities.
- The inspector looked at evidence of the suitability of the committee and staff members. First-aid training certificates were viewed. The inspector spoke with staff about their roles, responsibilities and practice with children.
- The inspector carried out a joint observations of planned activity with the acting manager.
- The inspector spoke with a small number of parents and considered their views about the nursery.
- The acting manager met with the inspector and discussed their curriculum for children to help understand what it is that they aim for children to learn and remember, and how this is implemented.
- The inspector met with the nominated individual for the committee and the acting manager and held discussions with them at appropriate times.

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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