

Inspection of The Park Private Day Nursery

103 Frederick Street, Werneth, Oldham, Lancashire OL8 1RD

Inspection date: 22 November 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

There are too few managers and staff, who are poorly deployed across the nursery, to adequately meet the individual needs of all children and keep them safe. At times, children's behaviour is disruptive, and staff are not on hand to intervene. This hinders the learning experiences of other children. Although most children are settled, some become upset and overwhelmed. However, there is not always enough staff available to comfort and support these children. Children's safety is put at risk as they are left alone to use scissors and there are not enough staff to supervise them. Staff do not currently have high enough expectations for children, particularly the most vulnerable, such as those in receipt of additional funding and children with special educational needs and/or disabilities (SEND). Children are not making the progress they are capable of.

Leaders have made some adaptations to the nursery provision in response to the government guidelines regarding the COVID-19 pandemic. Parents drop their children off and pick them up from staff at the door. Children are greeted by friendly staff and they separate with ease from their parents.

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

- The manager has other leadership responsibilities within the company. This means that the manager is not sufficiently available to fulfil the role and manage the nursery effectively. She is unable to provide adequate support to staff or work proactively enough with the deputy manager to make necessary improvements. The deputy manager is often left in charge of the nursery while also being required to work directly with the children. Therefore, the deputy manager is unable to maintain oversight of the day-to-day running of the nursery or provide necessary staff supervision.
- Leaders have a curriculum in place and know what they want children to learn. However, this is not yet understood by staff. Staff do not understand the way in which young children learn, particularly those with SEND. Staff are not planning learning opportunities which build on what children already know and can do and meet their individual needs. Therefore, children become disengaged in their learning and are not supported to reach their full potential.
- Leaders have identified some strategies to guide staff on how to support children's communication and language. However, these are not yet understood or implemented by staff. Staff are yet to find effective ways to communicate with children and support their speech and language development. Therefore, children are not making adequate progress in this area.
- Leaders understand the importance of supporting children's emotional well-being. However, children are not being adequately supervised. Staff are not planning opportunities which meet the needs of the children in their care.

Therefore, children often spend long periods walking around the room not engaging in any activities and receiving no intervention.

- Staff have nursery rules in place but these are not communicated with children in a way they can understand. Staff attempt to explain to children why they should share and take turns. However, staff do not understand how to support children at an appropriate level. Consequently, children snatch toys from each other and throw toys on the floor.
- Staff have created a welcoming space for children, with some interesting natural resources for them to play with. The curriculum for understanding the world is developing. Children are being taught about what makes them unique. Staff are encouraging children to learn about events and festivals of other cultures.
- The deputy manager has developed good relationships with local health visitors. She has started working with other agencies to access early support for some children with SEND. However, not all staff are adequately trained to support children with SEND and correctly refer concerns to leaders.
- Senior managers in the company demonstrate an ability to make the necessary changes to the nursery. However, they are yet to do this. Staff are often required to work in rooms alone with little support from the management team.
- Parents speak well of the nursery. They comment on how their children are treated kindly by staff and are happy to come to the nursery.

Safeguarding

The arrangements for safeguarding are not effective.

Daily checks of the environment are carried out to make sure that risks, such as trip and fall hazards, are identified and removed. Risk assessments of activities in the rooms are carried out by leaders. However, these are not always implemented and understood by staff. For example, staff are poorly deployed and leave children unsupervised when using tools such as scissors, which creates an unsafe environment. The deputy manager is the designated safeguarding lead in the nursery. All staff are trained in safeguarding as part of the nursery induction process. Staff are able to identify possible signs and symptoms of abuse. They understand the correct procedure for making referrals regarding a child's welfare. Staff are trained in paediatric first aid and understand how to administer first aid.

What does the setting need to do to improve?

To meet the requirements of the early years foundation stage and Childcare Register the provider must:

	Due date
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ensure that the named manager is able to fulfil the role and provide the deputy manager with adequate support to focus on improving the quality of care and education provided	27/12/2021
ensure that staffing arrangements meet the needs of the children and promote their safety	27/12/2021
ensure that risk assessments are understood and implemented by all staff to keep children safe at all times	27/12/2021
implement a curriculum which is clearly sequenced and focuses on building on what the children already know and can do	27/12/2021
improve the curriculum for children with SEND to ensure that they are receiving the individual support they require to meet their needs	27/12/2021
ensure that staff are trained to support children with SEND and report concerns to leaders in a timely manner to make sure that children receive early help.	27/12/2021

Setting details

Unique reference number	508051
Local authority	Oldham
Inspection number	10214065
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	0 to 4
Total number of places	54
Number of children on roll	62
Name of registered person	Domalo Limited
Registered person unique reference number	RP520735
Telephone number	0161 624 0472
Date of previous inspection	22 May 2018

Information about this early years setting

The Park Private Day Nursery registered in 1998. It opens from Monday to Friday all year round. Sessions are from 7.30am to 6pm. The nursery employs 14 members of childcare staff. Of these, two hold appropriate early years qualifications at level 5, seven hold qualifications at level 3 and two hold qualifications at level 2. The nursery provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspector

Suzanne Fenwick

Inspection activities

- This was the first routine inspection the nursery 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 nursery.
- The deputy manager, manager and inspector had a learning walk together of all areas of the nursery and discussed the early years curriculum.
- The inspector spoke to children to find out about their time at the nursery.
- The inspector talked to staff at appropriate times during the inspection and took account of their views.
- Leaders discussed with the inspector the leadership and management of the nursery.
- The deputy manager and the inspector carried out a joint observation of an activity.
- The inspector spoke to parents during the inspection and took account of their views.
- The inspector looked at relevant documentation and reviewed evidence of the suitability of staff working in the nursery.

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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