

Inspection of Bright Horizons Slough Day Nursery and Preschool

490 Ipswich Road, Slough, Berkshire SL1 4EP

Inspection date:

2 December 2021

Overall effectiveness

Inadequate

The quality of education

Requires improvement

Behaviour and attitudes

Requires improvement

Personal development

Inadequate

Leadership and management

Inadequate

Overall effectiveness at previous
inspection

Outstanding

What is it like to attend this early years setting?

The provision is inadequate

Children are not safeguarded effectively. There are significant weaknesses in risk assessments and safeguarding practices. Several hazards are not identified or addressed. Staff's knowledge of the safeguarding procedures they must follow are inconsistent. This puts children at risk of harm.

Children do not access a well-planned curriculum. Leaders and staff's intentions for what they want children to learn are unclear. Teaching is inconsistent and some staff do not plan activities that are appropriate for the children's current level of development. Two-year-olds lose interest when staff use flash cards to teach them about safety in the home. Children do not all understand what they are being told and therefore quickly become distracted. Children enjoy taking part in some activities, such as, playing with torches in the dark and joining in with nursery rhymes. However, learning experiences are not planned in a meaningful and purposeful way to ensure children gain the knowledge and skills they need to make good progress.

Children are happy and behave well. Staff remind children about behaviour expectations and model good manners. Children learn to say please and thank you and follow instructions to tidy up. They are kind and considerate towards each other.

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

- Staff fail to identify numerous hazards. For instance, the fire door to the kitchen is left propped open while cooking takes place. In the under-three's room, staff do not notice wires from a telephone hanging within children's reach, posing a risk of strangulation. They put children down for a nap with their head next to a radiator that is too hot. Staff serve large pieces of chicken and cauliflower that are not suitably chopped. This puts children at risk from choking. Therefore, staff do not keep children safe from harm.
- Staff do not notice or deal with hazards in the garden before taking children outside, despite carrying out a visual risk assessment. They do not remove rubbish left on the ground containing food packets. Staff have not addressed the risk from a disintegrating handrail next to a slippery slope, which presents a risk of splinters or cuts to children's hands.
- Leaders have not ensured that the quality of teaching is consistent. Some staff share inaccurate knowledge with children. For example, they tell children that all boats are made from wood and they incorrectly call chimpanzees, gorillas. This is confusing for young children as they begin to learn about the world around them.
- Staff do not always give children the time they need to respond to the questions

they ask. They talk to pre-school children about objects sinking and floating in the water tray. Staff ask children to predict what will happen. However, staff quickly show children and answer for them before children have time to process the information.

- Staff give children opportunities to be independent. They encourage children to dress themselves and serve their own food. Staff suitably promote a healthy lifestyle. Children follow exercise routines and play on tricycles outside. Staff teach children the importance of oral health.
- Staff manage transitions inconsistently. Babies and toddlers wait for long periods when getting ready to go outside. Some babies become upset. Staff do not give them the appropriate care and reassurance they need at this time.
- Leaders keep parents and carers up to date about their children's daily routines and experiences. Parents form good relationships with their child's key person. Leaders work with external agencies to support children with special educational needs and/or disabilities. Staff are aware of children's health care plans and know the procedures they must follow.
- The setting manager shares that she feels supported by the senior management team. However, in recent weeks, her workload has not been well managed. Although this was not the case on the day of inspection, the manager has been acting as the nursery chef. This has put significant pressure on her role in managing the nursery on a daily basis and on her ability to monitor safety and staff practice.

Safeguarding

The arrangements for safeguarding are not effective.

Leaders and staff do not carry out effective risk assessments to ensure they identify and deal with potential hazards. This compromises the safety of children. Leaders carry out appropriate procedures for recruitment and check staff's suitability to work with children. They ensure all staff receive online safeguarding training and regularly test staff's knowledge. However, this is ineffective as not all staff are able to demonstrate that they understand the setting's safeguarding procedures. They do not all know the correct actions to take if they need to report concerns about a child or have concerns about adults who work with the children. Therefore, children are not suitably safeguarded from harm.

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

take action to ensure effective risk assessments are put in place to identify and minimise potential hazards	15/12/2021
ensure all staff fully understand the procedures they must follow to report safeguarding concerns	15/12/2021
create a curriculum that has clear intentions for what children need to learn and support staff to deliver this effectively.	13/01/2022

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

- support staff to give children the time they need to think and respond to the questions they ask.

Setting details

Unique reference number	EY283550
Local authority	Slough
Inspection number	10214778
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	62
Number of children on roll	33
Name of registered person	Bright Horizons Family Solutions Limited
Registered person unique reference number	RP901358
Telephone number	01753 968297
Date of previous inspection	17 October 2016

Information about this early years setting

Slough Day Nursery & Pre School registered in 2004 and is one of several nurseries run by Bright Horizons Family Solutions Limited. The nursery is situated in Slough, Berkshire. It is open from 7.30am to 6.30pm on Monday to Friday, all year round except for Christmas week. The nursery is funded to provide free early years education to children aged two-, three- and four-years. The nursery employs 11 staff, eight of whom hold early years qualifications.

Information about this inspection

Inspector

Alice M Roberts

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 manager and has taken that into account in their evaluation of the provider.
- The manager and inspector took part in a learning walk and discussed the nursery's curriculum.
- The manager and inspector carried out a joint observation of a planned activity.
- Parents and carers shared their views and experiences of the nursery with the inspector.
- The inspector spoke to staff members about the support they receive.
- The inspector observed children and staff taking part in activities and daily routines.

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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