

Inspection of Family Tree Nursery

Flat 10, Church Street, Wotton-Under-Edge, Gloucestershire GL12 7HB

Inspection date:

9 December 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 safety is compromised because the provider does not ensure staff know what to do if they have a concern about a child's welfare. Furthermore, not all staff are able to recognise the signs and symptoms of when a child may be at risk of harm, including wider safeguarding issues, such as if families become influenced by extreme radical views.

Children show they are happy at this setting and make good progress. Staff warmly welcome children when they arrive, which helps to increase their confidence and readiness to learn. Children display good behaviour and respond positively to staff. For example, they wait patiently for their turn to wash their hands and learn when to say 'please' and 'thank you'. This is because staff are good role models and have high expectations of all children.

Due to the COVID-19 pandemic and to minimise the spread of the virus, staff greet children at the door and parents do not enter the building. Despite this, staff ensure they maintain effective communication with parents. They use an electronic application to enable parents and staff to share information about children at home and at nursery. This promotes continuity of care for children.

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

- Staff do not fully understand the procedures in place to safeguard children. This includes the deputy designated safeguarding lead. They are not able to recognise the indicators that may suggest a child is at risk of harm. Staff are not clear how to respond to a welfare concern, including the relevant agencies to contact outside of their organisation. This leaves children vulnerable.
- The safeguarding culture at this setting is poor. Although the manager arranges training for staff relating to child protection matters, staff still lack a secure knowledge of what to do if they had a concern about a child. This means that staff could miss the early signs and symptoms that may suggest a child is at risk of harm. Additionally, in the event of a concern being raised about the conduct of another member of staff, not all staff have an adequate understanding of what steps to take to report their concern.
- The manager meets with staff to discuss their performance, including how to manage their workload. She is aware of the link between the well-being of staff and their practice with children. However, the manager does not focus on developing staff's knowledge. This means that the arrangements for staff supervision are not effective. The manager is not aware of weaknesses in staff's knowledge relating to safeguarding. This puts the safety of children at risk.
- Parents comment positively about their children's experiences at the nursery. They are happy with how the staff communicate information with them about

their child. They describe how the nursery has a 'family feel' which helps them and their children to feel welcomed and valued.

- Staff support children's independence skills well. They provide plenty of opportunities for children to develop the skills they need ready to move on to their next stage in learning. For example, at mealtimes, babies learn to hold spoons and feed themselves. Older children learn to use other cutlery, pour their own drinks and serve themselves food.
- Staff skilfully interact with children to help develop their communication and language. For example, they repeat words back to children to extend their vocabulary and model British sign language. They provide a narrative alongside older children as they play and introduce new words to babies. For example, at a painting activity, staff model words such as 'squeeze' and 'pat' as children empty paint onto paper and explore it with their hands.
- Staff get to know children well. They observe children at play and plan stimulating activities according to their interests. They incorporate areas of learning, such as mathematics and literacy, to further enhance their progress. Staff support children to count aloud the number of trains on the track. They encourage children to notice the marks they make as they use the toy trucks in the paint and move them along the paper.

Safeguarding

The arrangements for safeguarding are not effective.

Staff, including those with leadership responsibilities, are unclear of their roles and responsibilities in safeguarding children. They do not have a secure understanding of how to recognise the signs and symptoms of abuse. They are unable to identify the indicators that may mean a child is at significant risk of harm. Staff know that they should share any concerns they have about a child's welfare, but they do not know how to escalate their concerns outside of the setting. Some staff are also unsure of the correct action to take should concerns arise about the conduct of a colleague.

What does the setting need to do to improve?

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

	Due date
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ensure all staff, including the designated safeguarding lead, are able to recognise the indicators that may suggest a child is at risk of harm, and are familiar with the safeguarding procedures for reporting any welfare concerns to the relevant agencies	21/01/2022
ensure all staff receive effective support to help them understand the appropriate action to take in the event of a concern being raised about the conduct of a colleague	21/01/2022
improve staff supervision to sufficiently focus on all aspects of safeguarding children, to help address weaknesses in practice and to provide relevant support, coaching and training.	21/01/2022

Setting details

Unique reference number	2521609
Local authority	Gloucestershire
Inspection number	10206571
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	1 to 3
Total number of places	14
Number of children on roll	16
Name of registered person	Family Tree Nursery (wue) Limited
Registered person unique reference number	2521608
Telephone number	07495817048
Date of previous inspection	Not applicable

Information about this early years setting

Family Tree Nursery registered in 2019. It is situated in Wotton-under-Edge, Gloucestershire. The nursery is open each weekday throughout the year, from 7.30am to 6pm. The provider employs four members of staff. Of these, three members of staff hold relevant early years qualifications to level 3.

Information about this inspection

Inspector

Michelle Grayling

Inspection activities

- This was the first routine inspection the setting 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 setting.
- The inspector spoke to parents and took their views into consideration.
- Both the inspector and the manager carried out a joint observation of staff practice, and evaluated it together.
- The inspector held discussions with the manager to evaluate the leadership and management of the setting.
- The manager led the inspector on a learning walk and discussed how she delivers the curriculum.

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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