

Inspection of Orchard Barn Nursery

Redbury Barns, Redbury Farm, Colchester Road, Colchester, Essex CO7 7PQ

Inspection date: 13 December 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	Not applicable

What is it like to attend this early years setting?

The provision is inadequate

Children at this nursery do not receive the care and education they deserve. Staff are not deployed effectively to meet children's needs and they do not manage daily routines very well. Staff do not consider risks in the environment to ensure that children remain safe. On the day of the inspection, staff in the pre-school room were preoccupied with the lunchtime routine. This meant they were unaware when children climbed up on furniture with items, such as plastic tongs and a pencil, in their mouth. Staff in the baby room had not removed a large poster-paint container from a table within children's reach, and toys were scattered all over the floor. This disorderly environment hinders children's learning, and the hazards pose a significant risk to children's safety and well-being.

Two-year-old children lose interest during a group singing and story session before lunch. Staff fail to support children to develop an understanding of appropriate behaviours. Babies are not stimulated. During the morning of the inspection, the baby room was uninviting and poorly thought out. For instance, there was limited sand in the tray. This, however, was replenished once pointed out to management.

Children, nevertheless, show that they have built good relationships with staff. They readily leave their parents at the door to go into their rooms. Babies welcome cuddles and comfort from staff when they need reassurance.

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

- Breaches of the 'Statutory framework for the early years foundation stage' have a significant impact on children's safety and well-being. Staff are not deployed effectively so that children are adequately supervised. Additionally, staff are not vigilant and do not consistently identify all hazards in the environment to ensure they keep children safe. However, leaders recognise the necessary improvements that are required to raise the quality of the nursery. They are already implementing plans, but these have not had enough impact.
- Leaders do not ensure that the manager identifies or promptly addresses weak practice. Staff do not have a clear knowledge and understanding of their roles and responsibilities and, as a result, children do not benefit from meaningful learning. This is despite staff having regular room and team meetings, opportunities for training, and supervision meetings.
- Staff do not manage daily routines and times of transition well. For example, two-year-old children are expected to sit for extended periods of time while staff prepare for lunch. Staff do not consistently implement effective strategies to support children's behaviour. Children are told 'you need to sit on your bottom, you are not listening right now' as they become restless. Those children who do sit and listen to staff do not receive any attention during this time. This has a

negative impact on children's motivation to learn.

- Staff work closely with families and other professionals involved in the care of children with special educational needs and/or disabilities (SEND) so that they receive targeted support. Children with SEND are included in daily activities.
- Children particularly enjoy opportunities to be outdoors. Pre-school children are eager to use the ride-on toys to race their peers to the bottom of the slope. Staff engage effectively with these children during this time. They supervise children well as they use the climbing frame and balance on play equipment.
- Children of all ages are generally confident to greet visitors with a smile. Older children are keen to talk about the food they have for snack and lunch, and are proud to point out what they are wearing. Younger children invite the inspector to join in their play.
- Parents spoken to on the day of the inspection comment about the service provided, stating that their children are happy at the nursery. Staff communicate with parents about what their children have been doing during the day through verbal feedback when they collect their child and via electronic communication.
- Children enjoy healthy and nutritious meals. Older children learn to take responsibility as they serve their own food and scrape their plates when they have finished. Staff are beginning to encourage two-year-old children to develop their self-care skills.

Safeguarding

The arrangements for safeguarding are not effective.

Children's safety is not assured. Staff do not provide an environment that consistently prioritises children's welfare. However, leaders follow safer recruitment procedures when employing new staff. They ensure staff's ongoing suitability to work with children. Staff know the signs they must be alert to that may indicate a child is at risk of harm or abuse. They know how to report concerns about children and adults in the nursery, including what to do if management were not to follow them up. Staff undertake safeguarding training to keep their knowledge refreshed.

What does the setting need to do to improve?

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

	Due date
deploy staff to ensure children's needs are met and they are appropriately supervised	24/12/2021
take all necessary steps to keep children safe and ensure they are not exposed to risks	24/12/2021

provide effective support, coaching and training to all staff to ensure that they offer quality learning and development experiences that support children's individual needs	28/02/2022
train staff to understand and implement appropriate procedures for managing children's behaviour	28/02/2022
review the organisation of daily routines so that children's learning experiences are consistently good and their needs are met during these times.	24/12/2021

Setting details

Unique reference number	2550202
Local authority	Essex
Inspection number	10217002
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	68
Number of children on roll	96
Name of registered person	ICP Nurseries Limited
Registered person unique reference number	RP538317
Telephone number	01206 231911
Date of previous inspection	Not applicable

Information about this early years setting

Orchard Barn Nursery re-registered under new owners in 2019 and is part of a national chain. The nursery employs 16 members of staff, a chef and a housekeeper. Of these staff, 13 hold appropriate early years qualifications at level 3 or above. The nursery opens Monday to Friday for 51 weeks of the year. Sessions are from 8am to 6pm. The nursery provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspector

Karen Harris

Inspection activities

- This inspection was carried out following the risk assessment process.
- 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 manager and has taken that into account in their evaluation of the nursery.
- The manager carried out a learning walk and spoke to the inspector about their curriculum and what they want the 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.
- Staff spoke to the inspector during the inspection.
- The manager and the inspector carried out a joint observation of the toddler room.
- The inspector looked at relevant documentation and reviewed evidence of the suitability of staff working in the nursery.
- The inspector spoke to 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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