

Inspection of The Hall School Baby Unit

The Grange, Rickmansworth Road, NORTHWOOD, Middlesex HA6 2RB

Inspection date: 15 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

The quality of education is poor. The management team recognises that teaching is not good enough for all children. However, the curriculum is not ambitious and lacks challenge. Staff working with older toddlers are stronger teachers; however, teaching is weak and inconsistent for the youngest children who attend. For example, babies show a keen interest in looking at pictures in books. They eagerly imitate the sounds of the animals they see on each page. However, staff are not attentive to this. They fail to extend babies' language skills and inaccurately assess their communication and language development. Despite knowing that some quieter children require their support during play, staff fail to engage with them. As a result, some children show poor progress in their learning and development. Older toddlers' interests are promoted well. For example, they enjoy counting cars and the steps that lead to the garden, and learn about shapes. This helps to support their understanding of mathematical concepts. In general, children behave well. This helps to support their confidence and self-esteem. Children's basic needs are promoted during day-to-day routines.

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

- Managers do not ensure that areas used by children are safe. Staff do not conduct thorough risk assessments. As a result, hazards are not removed. This leads to accidents involving children at the nursery and means that their safety is at risk.
- Staff do not follow appropriate procedures for logging accidents and/or injuries. At times, they fail to record information about accidents, including the date, times, any first aid applied and how parents are informed. This raises serious concerns about the welfare and well-being of children at the nursery.
- Although staff supervise children, they are not deployed effectively to support children's learning. For example, when staff provide cover for their colleagues in other rooms or work with a new group of children, they do not have clear information about children's learning needs. Consequently, they are unable to provide an effective curriculum to boost children's learning opportunities.
- Assessment of children's learning and development is not rigorous enough. Despite conducting assessments to track children's progress, some staff are unable to identify the next steps in children's learning. Furthermore, assessment information is not used effectively to promote children's learning. As a result, children make slow or no progress from their starting points.
- Parents praise the attention staff give to their children, especially when they first start coming to nursery. They feel that staff take the necessary steps to ensure their children are safe to return to nursery following the COVID-19 restrictions. There is an effective, gradual settling-in process. This helps children to familiarise themselves with their new routines and ensure they are comfortable

at the nursery. Managers seek the views of parents to continuously review and improve practice.

- Children play indoors and outside. They enjoy fresh air and exercise daily. Staff promote children's understanding of healthy lifestyles well. They talk to children about their food and how healthy eating has a positive impact on their bodies. Children learn about personal hygiene and wash their hands regularly, including before meals and after toileting or outdoor play. Staff continuously monitor children who are sleeping. This ensures that they are safe and secure.
- Staff take part in regular supervision meetings with managers to discuss the progress of their key children and their own well-being and welfare. Staff praise the quality of the training they receive at the nursery. They take part in meetings and inset days to develop their skills.

Safeguarding

The arrangements for safeguarding are not effective.

Managers and staff attended safeguarding training recently to refresh their skills and understand safeguarding procedures. They know the key indicators of child abuse and what to do in the event of a safeguarding concern. Managers and staff also know the steps to take if an allegation is made against a member of staff. They understand the role of safeguarding agencies in helping them to protect children. Staff complete first-aid training. However, when accidents happen, they do not always follow appropriate procedures. At times, they fail to complete thorough risk assessments of the premises to ensure the environment is safe for children. Therefore, children's safety is not always assured.

What does the setting need to do to improve?

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

	Due date
ensure all areas of the environment are risk assessed prior to children accessing them	04/01/2022
ensure that accidents and/or injuries involving children are recorded in line with requirements	04/01/2022
ensure that staff are consistently deployed to provide children with effective support and to enhance children's experiences and learning	04/01/2022

<p>assess and understand children's development stages accurately to provide them with an ambitious curriculum that matches their learning needs</p>	<p>04/01/2022</p>
<p>provide challenge for children during play to strengthen learning across the curriculum.</p>	<p>04/01/2022</p>

Setting details

Unique reference number	EY381624
Local authority	Hillingdon
Inspection number	10214199
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 2
Total number of places	17
Number of children on roll	25
Name of registered person	Suzanne Margaret Goodwin and Laura Goodwin-Freeman Partnership
Registered person unique reference number	RP528494
Telephone number	01923 822807
Date of previous inspection	26 June 2019

Information about this early years setting

The Hall School Baby Unit registered in 2009. It operates within the premises of The Hall School, which is an independent school in Northwood, in the London Borough of Hillingdon. The setting operates during term time only. Sessions are Monday to Friday from 8am to 5.30pm. There are nine members of childcare staff working with the children, all of whom hold appropriate qualifications from level 2 to 5. The setting offers funded education for children aged three and four years.

Information about this inspection

Inspector

Karinna Hemerling

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 deputy manager and the inspector conducted a learning walk of the areas used by the children and discussed the setting's curriculum aims.
- The inspector observed interactions between staff and the children and reviewed the impact on the quality of education for children.
- Parents' views were taken account of by the inspector.
- The inspector sampled documentation, including evidence of staff's suitability and children's records.

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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