

Inspection of Humpty Dumpty's Kindergarden

The Barn, Fir Covert Road, Norwich, Norfolk NR8 6HT

Inspection date: 22 February 2022

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

Good

What is it like to attend this early years setting?

The provision is inadequate

Children are not adequately protected from risks of harm. This is due to a number of breaches of the requirements of the Statutory framework for the early years foundation stage, which the provider must meet.

Leaders, managers and staff have not identified that there are weaknesses in how they support children to learn to be safe and well. At inspection, children ate from a small, shared pot of tomato salsa. They dipped strips of pitta bread into the salsa, ate some of it and then dipped it in again. This places children at risk of cross-contamination from communicable illnesses. Despite this weakness, other educational activities are planned well to meet children's individual stages of development across all of the early years age range. Babies and children become inquisitive and follow their fascinations.

Children enjoy their time at the nursery. They make progress in their speaking and listening skills due to the enjoyable interactions that they have with staff. For example, babies enjoy playing 'peekaboo' with staff. Toddlers learn to listen and watch patiently during an activity where a staff member demonstrates making gloop. They hear her slow and purposeful speech and answer questions clearly when asked. Toddlers show their enjoyment as they smile and giggle. Children independently use paints that staff have thoughtfully put into a repurposed hand soap dispenser.

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

- The provider has not done enough to ensure that the legal requirements they must meet are adhered to at all times. There have been several breaches of the safeguarding and welfare requirements in recent months. The provider has not taken enough action to address some of the weaknesses. The provider has met their responsibility to notify Ofsted of some, but not all, of the incidents they are aware of.
- The provider is unable to demonstrate that children are adequately supervised at all times. This compromises children's safety. On more than one occasion, concerns have been raised by staff and parents regarding children being out of sight of staff.
- While there is a written risk assessment in place, risks to children are not minimised. Ofsted has asked the provider to take action regarding how they manage risks on a previous occasion. At inspection, the inspector found there was a low-level barrier made from single upended paving slabs. The strategies to prevent children from injuring themselves on this barrier were insufficient. The provider is unable to clearly demonstrate that they meet fire safety regulations. Staff supervision of children has been found to be ineffective. The

provider relies on staff supervision to ensure that children do not stray into areas of the nursery that are not safe for them, as fire doors are removed or left open.

- The need for children and babies to rest and sleep is met through flexible child-centred routines. However, the provider and staff do not have an up-to-date knowledge of the most recent requirements for promoting safer sleep. Some babies and young toddlers sleep in small, teepee-style tents which are not specifically designed for this purpose. The provider is unable to show how this sleeping arrangement meets the most recent sleep safety guidance. That said, staff do regularly check on babies and remove choking hazards, such as hair bands and bibs, before they settle babies to sleep.
- Children's creativity grows as they experiment with a range of other sensory play experiences, such as digging in mud or using dough, indoors and outside. Older children learn about mathematical concepts, including size and number, during their play.
- Some appropriate strategies involve parents and staff in the running of the setting. For example, staff reflect on what is working well in their room and make adjustments over time. This leads to some improvements.

Safeguarding

The arrangements for safeguarding are not effective.

The provider has recognised and taken suitable action to resolve a weakness in the recruitment procedures. They identified this issue following a recent incident which raised concerns about their safer recruitment procedures. The provider has audited their historical recruitment records to remedy any outstanding concerns. The provider recognises that they had not consistently ensured that gaps in staff's work histories were appropriately accounted for. However, in relation to a different incident, the provider has failed to work with other agencies where concerns have been raised about the conduct of staff. The provider does not consistently recognise where concerns must be shared to ensure staff's ongoing suitability. Ofsted has raised an action about the provider's knowledge and practice regarding appropriate contact with other agencies on a previous occasion. Staff are vigilant to the possible indicators of abuse and/or neglect and are trained to understand any wider issues in safeguarding.

What does the setting need to do to improve?

The provision is inadequate and Ofsted intends to take enforcement action.

We will issue a Welfare Requirements Notice requiring the provider to:

	Due date
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take all reasonable steps to ensure staff and children are not exposed to risks	09/03/2022
follow a suitable safeguarding policy, ensuring that concerns raised about members of staff are responded to appropriately, including notifying the local authority designated officer where appropriate	09/03/2022
ensure that children are adequately supervised by staff at all times, to ensure their needs are met	09/03/2022
demonstrate how health and safety requirements are met; this includes those relating to how the premises meet fire safety regulations and effective food hygiene procedures	09/03/2022
gain a knowledge of the most recent sleep safety requirements guidelines and ensure that practice with children reflects this, to fully promote their safe sleep.	09/03/2022

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

	Due date
help children to learn how to protect themselves and others from illness, ensuring that appropriate hygiene procedures are followed, and develop their understanding in age-appropriate ways.	09/03/2022

Setting details

Unique reference number	EY429172
Local authority	Norfolk
Inspection number	10226538
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	49
Number of children on roll	58
Name of registered person	Humpty Dumpty Kindergarden Limited
Registered person unique reference number	RP530741
Telephone number	01603 866477
Date of previous inspection	25 August 2021

Information about this early years setting

Humpty Dumpty's Kindergarden registered in 2011 and is situated in Norwich. The nursery employs 13 members of childcare staff. Of these, 12 hold qualifications at level 3 or above, including the manager, who holds a level 6 qualification. The nursery is open from Monday to Friday, all year round, except for bank holidays and a week at Christmas. Sessions are from 7.30am until 6pm. The nursery provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspector

Kate Hipperson

Inspection activities

- The inspector discussed any continued impact of the pandemic with the provider, who is also the manager, and has taken that into account in their evaluation of the provision.
- This inspection was carried out as a result of a risk assessment, following information received about the provider.
- The inspector observed the quality of interactions between staff and children, and evaluated the impact that these had on children's learning and development.
- The provider showed the inspector around the nursery. The provider discussed the curriculum that they offer to children with the inspector.
- The inspector looked at evidence of the suitability of staff members. First-aid training certificates were viewed.
- The inspector met with the provider and the deputy manager.
- The provider and the inspector carried out a joint observation of a planned activity.
- The inspector spoke with staff and children at appropriate times during the inspection. The inspector evaluated the experiences of children. Children spoke to the inspector about their play.
- The inspector spoke with parents and considered their views about the setting.

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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