

Inspection of Moor End Farm Day Nursery

Moor End Farm, London Road, Hemel Hempstead, Hertfordshire HP1 2RE

Inspection date: 2 March 2022

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

The provider has a poor understanding of the early years foundation stage requirements. This places children at potential risk of harm and does not ensure that they receive the support they need to help them make good progress in their learning. Staff do not know how to interact with children effectively to support their learning and development. They plan activities that are beyond children's capabilities. For example, while reading a story to babies, staff ask questions that these very young children do not understand and cannot answer.

Staff pack away activities while children are still playing with them. This limits children's ability to make choices and finish their task to their satisfaction. Staff do not organise or plan activities well. They do not help children to build on what they already know and can do. Despite this, children enjoy spending time outdoors. They run, jump and roll down slopes in the outdoor area. Children are settled in the provision. They readily leave their parents and are comfortable to go to staff when they are upset. Children are kind to each other and generally behave well. Staff encourage children to take turns when they struggle with sharing. This helps to develop some suitable social skills.

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

- The leadership and management of the setting are inadequate. The provider fails to ensure that staff are suitable for their roles. For example, they lack a suitable safeguarding knowledge. In addition, the provider does not complete ongoing suitability checks for staff. This compromises children's welfare.
- The manager does not ensure that staff are aware of her expectations for children's learning. This means that staff do not fully understand what the purpose is of some of the activities so that they can support children. Planning is not tailored to each child to ensure that it captures their individual learning needs and provides sufficiently challenging activities. Children do not make good progress in their learning.
- Staff do not help children to be interested in their learning and develop their concentration skills. For example, story time is mundane, and children become bored and distracted from listening. This does not encourage children to focus on activities or sustain their interest for long periods of time.
- Staff have a weak knowledge of how to care for and teach babies. For example, they expect babies to sit for long periods of time to listen to stories, which is beyond their capabilities. This does not enable babies to explore and make early independent choices or support their learning needs.
- Staff do not talk to children effectively to help develop their communication and language skills. The quality of staff's interactions is weak. When they do talk to children, it is not meaningful or stimulating. They supervise children while

playing. When children do play at activities, such as the sand pit, staff do not talk to children often enough. This means that children do not hear a wide range of vocabulary to develop their speaking skills. Babies do not benefit from effective back-and-forth interactions that help to lay firm foundations for their language and cognitive development.

- The provider has failed to identify gaps in staff's knowledge and provide professional development opportunities to ensure that their teaching skills develop. Supervision meetings are not used effectively to ensure that staff keep up to date. This has an impact on staff's ability to implement appropriate activities. As a result, staff do not know how to deliver the curriculum to promote children's learning and development.

Safeguarding

The arrangements for safeguarding are not effective.

The provider has failed to ensure that staff have a good understanding of safeguarding. Staff do not know who to report to if they have concerns about a child. They are not aware of the correct reporting procedures when they have a concern about a member of staff. The designated safeguarding lead has not attended a suitable child protection training course to help them understand their role and responsibilities. This puts children at risk of harm. The provider has failed to check staff's ongoing suitability. Students are not provided with an adequate induction to understand their role in safeguarding children. Staff are deployed effectively, and the provider ensures that ratios are always met.

What does the setting need to do to improve?

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

	Due date
train all staff to understand the safeguarding policy and procedure to ensure that they know how to report concerns about a child and/or the practice of another member of staff, in line with the local safeguarding partnership procedures	28/03/2022
ensure the lead practitioner for safeguarding completes a child protection training course in line with guidance from the local safeguarding partners	28/03/2022

implement robust procedures to check the ongoing suitability of staff, to ensure that they remain suitable to work with children	28/03/2022
ensure that at least half of all staff working with children under the age of two years receive training that specifically addresses the care of babies, and that the person leading practice in the room has suitable experience	27/05/2022
provide staff with effective support, training and coaching to ensure they develop their teaching skills	27/05/2022
provide suitably challenging and enjoyable experiences for each child, to ensure they make consistently good progress	27/05/2022
ensure that children have rich opportunities to develop their communication and language skills so that the development of their spoken language firmly underpins their ability to make progress in all areas of learning.	27/05/2022

Setting details

Unique reference number	EY559831
Local authority	Hertfordshire
Inspection number	10190519
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	100
Name of registered person	Moor End Farm Day Nursery Ltd
Registered person unique reference number	RP559830
Telephone number	01442 246437
Date of previous inspection	Not applicable

Information about this early years setting

Moor End Farm Day Nursery registered in 2018. The nursery employs 18 members of childcare staff. Of these, 13 hold appropriate early years qualifications at level 2, 3 and 4. The nursery opens from Monday to Friday, 8am until 6pm, all year round. The nursery provides funded early education for three- and four-year-old children.

Information about this inspection

Inspector
Lisa Smith

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 provider and has taken that into account in the evaluations of the provider.
- The manager and the inspector completed a learning walk together of all the areas of the setting and discussed their curriculum and what they want children to learn.
- The inspector observed the quality of education being provided indoors and outdoors, and assessed the impact this was having on children's learning.
- The inspector carried out a joint observation of a group activity with a member of staff.
- The inspector spoke to parents during the inspection and took account of their views.
- The inspector looked at relevant documentation and reviewed evidence of the suitability of the staff employed at 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.

If you are not happy with the inspection or the report, you can [complain to Ofsted](#).

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence/, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk

This publication is available at <https://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted

© Crown copyright 2022