

Inspection of Kiddi Caru Nursery

Church Langley, Harlow, Essex CM17 9LW

Inspection date: 10 February 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	Outstanding

What is it like to attend this early years setting?

The provision is inadequate

Significant weaknesses in leadership and management put children's health, safety and learning at serious risk of harm. Children are not provided with varied and challenging learning opportunities that meet their individual needs. The management team has not ensured staff are clear about children's next steps for learning. In addition, staff do not currently plan motivating experiences to engage children's curiosity and sustain their participation. This results in some children rolling aimlessly across the floor or simply not engaging, preferring to run around. While the managers ensure there is lunch and break time staff cover, these members of staff do not know the children's next steps in learning. Children drift around activities with little or no purposeful direction or interaction from staff. Due to a lack of targeted training, to support staff's teaching skills to a high level, the majority of staff lack the knowledge to support children effectively. In addition, learning is organised around themes and planning is not focused on precisely identifying how to support and extend children's individual development needs. As a result, when children are not interested in the chosen theme, staff struggle to provide swift alternatives to capture their imagination to support learning via a different route.

However, there are some good moments, as children enjoy social mealtimes. For instance, they sit together, and staff support their independence. They encourage them to pour their own water and help clear their plates when they have finished. Children enjoy some fun activities, such as playing at milking a pretend 'wooden chair cow'. They pull on the fingers of a 'glove udder' and observe milk dripping into the bowl placed beneath. However, this learning opportunity is not broad enough. For example, it fails to take into consideration that some of the children are dairy intolerant and the milk they enjoy does not come from a cow. Children are not making the best progress in their learning. They do not benefit from teaching that is consistently good and focused on meeting their individual learning needs or helping them to prepare for the move on to school.

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

- The management team has not made sure that there is an effective curriculum in place to help children embed the knowledge and skills they need and can use in different situations. As a result, children are not building securely on what they know and can do. In most rooms, staff are unclear about what children need to learn next. Instead, they concentrate on themes, such as teaching babies about Chinese New Year.
- Staff appointed to key roles, such as the special educational needs and/or disabilities coordinators (SENCo), have not received specific training to help them target teaching and support these groups of children as effectively as

possible.

- Where staff require further support with their time keeping or performance, this is not provided consistently. For example, some staff are told what is weak about their practice. However, there are currently no systematic processes to provide them with advice and support about how to put this right. As a result, some patterns of unwanted practice are repeated.
- The process for managing accidents that occur in the nursery is not clear. Currently, it relies on staff calling for a manager's oversight before any contact with parents or medical treatment from other agencies is sought. This does not promote the best possible care for children to protect their well-being.
- Managers file complaints in different folders, so there is no clear overview of the complaints they receive or their outcome.
- Parents speak well of the nursery staff and the creative activities their children enjoy. They like the new online system, which they feel keeps them updated with what their children do at nursery.
- Cooks provide a varied, nutritionally balanced menu, adapted to meet the individual dietary needs of all the children.
- Staff provide children with opportunities to develop their larger physical skills. The outside play space is well equipped, and children clearly enjoy the time they spend outside. Pre-school children also follow nursery rules, such as lining up in an orderly fashion and walking in the corridors.

Safeguarding

The arrangements for safeguarding are not effective.

Inconsistencies in knowledge across the staff team puts children at risk. This is because there is not a universally understood and agreed method for the swift reporting of child protection or safeguarding concerns. In addition, safeguarding knowledge among staff varies widely and the majority have worrying gaps in their current knowledge about wider safeguarding issues and child protection concerns. This is despite three designated members of staff taking on the role for coordinating child protection and safeguarding at the nursery. The current managers have not consistently ensured concerns are recorded and dealt with effectively. In addition, they have failed to follow required legislation to ensure that other agencies are contacted in a timely manner.

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 that the policy, and procedures, to safeguard children are in line with the guidance and procedures of the relevant local safeguarding partners, the safeguarding policy and procedures must include an explanation of the action to be taken when there are safeguarding concerns about a child and in the event of an allegation being made against a member of staff, and ensure that all members of staff are familiar with these procedures	03/03/2022
ensure that staff have an up-to-date knowledge of safeguarding issues, this is with regard to wider concerns, such as peer-on-peer abuse and female genital mutilation reporting procedures	03/03/2022
ensure consistent reporting procedures across the staff team for accidents and safeguarding for the safe and efficient management of the setting	03/03/2022
ensure there are procedures in place to notify Ofsted in a timely and appropriate manner of any allegations of serious harm or abuse by any person living, working, or looking after children, or any significant event taking place at the premises	03/03/2022
take immediate steps to keep children safe, well, and promote their good health, this refers to ensuring there is a clearly understood procedure for the swift reporting to parents and obtaining any necessary treatment in a medical emergency	03/03/2022
ensure there is an effective training programme in place, to support staff to continually improve their teaching practice to offer high-quality learning and development experiences for all children	03/03/2022

take action to make sure that staff have the appropriate training, skills, and knowledge when undertaking specific roles and responsibilities, such as those for the special educational needs coordinator (SENCo)	03/03/2022
improve the quality of education for children and develop a curriculum that is sequenced, broad and supports and challenges the individual needs and interests of all children	03/03/2022
take action to ensure there are opportunities for staff to receive coaching to improve their personal effectiveness	03/03/2022
ensure that the complaints log is maintained with the record of complaints received and their outcome.	03/03/2022

Setting details

Unique reference number	EY293679
Local authority	Essex
Inspection number	10219977
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 4
Total number of places	103
Number of children on roll	144
Name of registered person	The Childcare Corporation Limited
Registered person unique reference number	RP902737
Telephone number	01279 626111
Date of previous inspection	19 January 2018

Information about this early years setting

Kiddi Caru Nursery registered in 2004 and is situated in Church Langley, Harlow. The setting employs 41 members of staff, of whom 28 hold appropriate early years qualifications at level 2 and above. The nursery opens from 7am to 6.30pm, weekdays, all year round other than bank holidays and is closed for a week at Christmas. The setting provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspectors

Lynn Clements

Marisa White

Inspection activities

- This was the first routine inspection the setting received since the COVID-19 pandemic began. The inspectors discussed the impact of the pandemic with the management team, and this has been considered in their evaluation of the setting.
- The managers and inspectors completed a learning walk of the nursery.
- One inspector carried out a joint observation of an activity with the deputy manager.
- Children spoke to the inspectors about what they enjoy doing in the nursery.
- Staff spoke with the inspectors at appropriate times during the inspection. Parents provided written feedback for the inspectors.
- Inspectors reviewed relevant documentation, including the suitability checks of all adults working in the nursery.

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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