

Inspection of Glory House Early Years Centre

Salvation Army Building, Hares Bank, New Addington, CROYDON CR0 0ET

Inspection date: 28 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

Inadequate

What is it like to attend this early years setting?

The provision is inadequate

Children arrive happy at the nursery, however, they are not given opportunities to progress with their learning and development. Children have limited opportunities to explore and develop their imagination. They are told what they are doing by staff, and have their hands guided as they paint. Babies are restricted to sitting in highchairs throughout the session with extremely limited interactions and resources. Children's learning is hindered by the lack of appropriate questioning and activities for their stages of learning and understanding. Children's safety is also greatly compromised with how they are moved around the nursery by staff.

Children's health is compromised as they are not taught the importance of handwashing before eating. Children thoroughly enjoy playing outside, however, they are given limited access and time to extend these areas of their development and their interests. Children are not given the opportunity to move resources around the nursery to explore. For example, the effects of water and sand mixing. Children are denied activities when they ask for them, such as asking for water play when they are outside, as staff say they do not want to change them out of wet clothes. This further hinders children's learning and development.

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

- The provider, who is also the nominated individual and acting manager, has failed to make progress since the last inspection. Although staff have first aid in place, all other actions have not been met. The provider lacks the ability to see any weak practices nor any areas for improvement. This is a significant cause for concern.
- The provider was unable to provide any credible evidence that she had notified Ofsted of changes to the management of the setting. This is a breach of welfare requirements. This action was not met from the previous inspection. The provider demonstrated she was aware of notifying Ofsted, however, there was no evidence to show this had been carried out.
- Although the provider and staff have attended training it has not been effective. Staff still lack the knowledge and understanding of safeguarding and how to keep children safe. The provider has been given recommendations to improve by the local early years team, and she has failed to use any of this information to make improvements in the nursery. This calls into serious question the provider's ability to drive any form of improvement in the nursery.
- The provider does not follow safe staff recruitment procedures. The provider is unable to provide credible evidence that she checks the suitability of staff on their appointment to the nursery. Staff are left alone with children and change nappies, without appropriate checks in place. The provider also fails to carry out any other checks, such as references to see how they worked in other settings.

This puts children at risk of harm.

- The provider does not follow her own safeguarding policies, especially in regards to the use of mobile phones in the setting. The provider did not question the parent when she asked if she could keep her phone with her when she waited in the main nursery room. despite signs on the door stating no phones beyond that point. This calls into question the suitability of the provider and her knowledge of the welfare requirements.
- During mealtimes, the provider was handling food before giving it to children without washing her hands. Staff also failed to teach children the importance of learning how to protect themselves from cross-contamination and infection through handwashing procedures. In addition, staff called children greedy when they reached for more food during mealtimes. This does not promote healthy lifestyles and children's relationship with food.
- The provider and staff do not effectively support and teach children. Activities are overly ambitious for the children taking part and they are not able to learn from them. For example, staff keep asking children to count and sound out letter names, when children have limited speech. This sets children up to fail before they even start activities. This was an action at the last inspection, and the provider has failed to make any progress in this area.

Safeguarding

The arrangements for safeguarding are not effective.

Despite recent training, staff are still not aware of signs and symptoms of safeguarding and child protection, in particular the 'Prevent' duty and local safeguarding concerns. Leaders and staff are also not aware of the correct and safe ways to pick up and guide children around the nursery. They regularly lift babies in and out of highchairs by the tops of their arms, putting them at risk of serious injury. The provider does not carry out save staff recruitment. All of this puts children at significant risk of harm.

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
ensure all staff working with children gain a secure knowledge and understanding of safeguarding issues, particularly the 'Prevent' duty guidance	15/04/2022

ensure all responsible people have sufficient understanding of what must be notified to Ofsted, particularly changes to the management of the provision	15/04/2022
implement and maintain a programme of professional development to ensure staff offer quality learning and development experiences for children that continually improves	15/04/2022
take all necessary steps to ensure adults working with children are suitable to do so	15/04/2022
ensure all staff use safe procedures for handling children, to prevent placing children at risk of injury and that they identify and report any such inappropriate behaviour towards children without delay	15/04/2022
ensure all staff follow hygiene procedures when handling food	15/04/2022
ensure staff follow safeguarding policies with particular regard to the mobile phone policy.	15/04/2022

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

	Due date
observe and assess children's learning accurately to identify children's next steps in their education	15/04/2022
plan and implement an ambitious curriculum to ensure children make progress across all areas of learning.	15/04/2022

Setting details

Unique reference number	EY471012
Local authority	Croydon
Inspection number	10215971
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	3 to 3
Total number of places	19
Number of children on roll	1
Name of registered person	Favor Company Ltd
Registered person unique reference number	RP902386
Telephone number	07535428951
Date of previous inspection	26 October 2021

Information about this early years setting

Glory House Early Years Centre registered in 2013 and is located in the London Borough of Croydon. The nursery is open from 7am to 6pm each weekday, all year round. There are three staff members; two hold early years professional status and one holds an early years qualification at level 3.

Information about this inspection

Inspector

Rebecca Hurst

Inspection activities

- The inspector observed the provider, staff and children, and talked with them at appropriate times during the inspection.
- The inspector spoke with the provider to assess what action has been taken since the last inspection.
- Parents gave feedback to the inspector on their thoughts of the nursery.
- The inspector sampled documents, including staff suitability and children's files.
- The inspector discussed with the provider support provided since the last inspection and how this has been used.

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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