

# Inspection of Footprints Day Nursery Staines

Thorpe Road, Staines TW18 3HD

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Inspection date: 4 May 2022

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## **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's safety is compromised. The provider does not have secure recruitment procedures in place to ensure those working with children are suitable. There is no named deputy manager to take charge in the manager's absence. This is a breach of requirements.

Most children arrive happily. They remain together in the main room until more staff arrive and are able to split the group. Some younger children are unsettled and unhappy during this time. However, they settle fairly quickly once they are taken into their own room.

Children start their day with stories and singing. Most children listen and engage with staff. However, staffing arrangements do not always meet the needs of all the children. For example, children with special educational needs and/or disabilities (SEND) are not always supported to join in and are left to wander. Generally, children behave well and are keen to start playing with the resources that have been set up for them.

Children have access to an outdoor area. However, the premises are not entirely free from hazards. There are broken items outside that need removing. Despite this, children are able to ride tricycles and play in the sand pit. Children use brooms to sweep up the sand. Some older children talk about the things they are learning. For example, they know they live in England, which is on Earth.

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

- The provider does not have robust recruitment procedures in place. She does not ensure all references for staff are received before allowing them to start working at the nursery. The risk assessment she has in place to manage staff recruitment is not made clear to all staff. In addition, the provider has not checked all staff member's ongoing suitability. This compromises children's safety.
- The provider has put in place a system to carry out supervisions with staff where they can discuss any training needs they may have. However, supervisions are not done regularly, therefore, staff practice is not monitored. As a result, the quality of teaching requires improvement.
- There is no named deputy to take charge in the provider's absence. Senior staff who are left in charge have not received training to do so. The provider has not made sure staff who are left in charge are fully aware of their role and responsibility. In addition to this, not all staff included in ratios are competent or responsible.
- There is no clear curriculum intent. The provider intends to focus on the interest

of children. However, activities tend to be adult led with limited challenge. For example, children practise blowing through straws to make bubbles in coloured water. However, children who have not learned this skill yet are not given the chance to practise. Instead, they are told they cannot have a turn.

- Some children understand the rules and what is expected of them. For example, after lunch some children know to put their yoghurt pots in the bin and do this independently. However, some children can be physical with each other while waiting to go to the toilet and this is not followed up by staff consistently.
- Children's play is interrupted too many times for changes in routines. This is often without warning. For instance, staff stop activities that children are engaged in for routines, such as snack time or to have their nappies changed. Staff pick children up without warning, when they are engaged in activities, to have their nappies changed.
- The provider uses funding to support children with SEND. However, this is not fully effective. Funding is used to provide one-to-one sessions for children with SEND. However, the provider does not have the same ambitions for all children and teaching is inconsistent. For example, children with SEND are separated from the main group to focus on targets. When they return, not all staff continue to use strategies to focus and engage them. In addition to this, the provider is unaware of other funding that is available for vulnerable groups of children.
- Children's personal development is promoted. They are learning about the importance of hygiene and why they need to wash their hands. Children brush their teeth after lunch and staff talk to them about oral hygiene.
- Parents and carers are, generally, happy with the care their children receive. They are kept updated on the activities their children take part in when they collect them at the end of the session.

## Safeguarding

The arrangements for safeguarding are not effective.

The provider does not follow safer recruitment procedures. Risk assessments that are in place in regard to recruitment are not shared with all staff, especially those who they relate to. This does not safeguard staff and puts children's safety at risk. None the less, the provider and staff know how to identify if a child is at possible risk of harm, including being exposed to radicalisation. They know the local safeguarding partnership procedures and how to refer concerns they may have. The provider and staff risk assess the environment and complete daily checks. However, these are not done consistently. There are hazards in the outdoor area that have not been removed. The outside area is not always secure. This compromises children's safety.

## What does the setting need to do to improve?

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

	<b>Due date</b>
implement robust recruitment procedures, including checking the ongoing suitability of all staff	03/06/2022
ensure there is a named deputy who is capable and aware of their responsibility to take charge in the manager's absence	03/06/2022
ensure staffing arrangements meet the needs of all children and that staff are competent and responsible to be included in the adult to child ratios	03/06/2022
ensure the whole premises, including the outdoor area, are safe and suitable for all children.	03/06/2022

**To further improve the quality of the early years provision, the provider should:**

- improve the monitoring of staff practice to ensure they are supported to develop in their role
- develop the curriculum intent to make sure that children benefit from meaningful learning
- improve the ways staff manage routine changes to ensure children's play is not interrupted
- improve the way staff support children with SEND to ensure strategies are used consistently across the whole setting.

## Setting details

<b>Unique reference number</b>	EY548769
<b>Local authority</b>	Surrey
<b>Inspection number</b>	10237537
<b>Type of provision</b>	Childcare on non-domestic premises
<b>Registers</b>	Early Years Register
<b>Day care type</b>	Full day care
<b>Age range of children at time of inspection</b>	1 to 4
<b>Total number of places</b>	70
<b>Number of children on roll</b>	33
<b>Name of registered person</b>	Footprints Day Nursery Staines Ltd
<b>Registered person unique reference number</b>	RP548768
<b>Telephone number</b>	01784 464 316
<b>Date of previous inspection</b>	12 June 2018

## Information about this early years setting

Footprints Day Nursery Staines operates from a Victorian building in Staines, Middlesex. The nursery receives funding for the provision of free early years education for children aged two, three and four years. The setting operates from 7.45am to 6pm from Monday to Friday throughout the year. There are six members of staff who work directly with children. Of these, five hold early years qualifications.

## Information about this inspection

**Inspector**  
Pippa Clark

## 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 their evaluation of the provider.
- We carried out this inspection as a result of a risk assessment, following information we received about the provider.
- The inspector carried out a joint observation with the provider of a group activity.
- The inspector observed the interactions between staff and children.
- Parents and grandparents shared their views of the setting with the inspector.
- The inspector looked at relevant documentation and reviewed evidence of the suitability of staff working in the nursery.
- The inspector viewed the provision and discussed the safety and suitability of the premises.

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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