

Inspection of Puddleducks & POSH Ltd

20 Rugby Road, LEAMINGTON SPA, Warwickshire CV32 6DG

Inspection date: 26 April 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	Good
--	------

What is it like to attend this early years setting?

The provision is inadequate

Children's safety is not assured because managers lack oversight of safeguarding. There are weaknesses in safeguarding procedures because staff and managers do not know how to identify and respond to child protection concerns. Managers do not ensure that children are adequately supervised at all times. Older children leave their playroom to go to the bathroom where they cannot be seen or heard by staff. At times, children are alone with people who have not had their suitability checked by managers. This puts children at risk.

Children lack motivation to learn because staff do not plan and provide children with activities that capture their interests and challenge them. Two- and three-year-old children wait a long time to take their turn at painting. During this time, they become bored and climb on furniture. They struggle to share role-play equipment as they snatch off their friends. Older children are provided with a variety of resources. However, staff are often preoccupied with housekeeping tasks and do not encourage children to engage in meaningful play and learning. As a result, some children wander aimlessly around the room and struggle to entertain themselves. That said, babies are settled and are happy in their environment. Staff talk to them about a spider they recently saw. They support children to find a spider in a book to help them make links and understand the concepts of new words.

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

- During the COVID-19 pandemic, there has been a significant impact on staffing. There are ongoing changes to the leadership and management of the nursery. As a result, managers have a poor oversight of the quality of provision, which has significantly declined since the last inspection.
- Weaknesses in leadership and management mean that staff do not receive the support they require to help them fulfil their roles and responsibilities. Managers do not monitor staff closely enough to identify weaknesses in teaching and practice. As a result, staff lack the guidance and support they need, in order to raise the overall quality of provision and improve the outcomes for children.
- Staff do not receive sufficient training to enable them to identify and respond to signs of abuse or neglect. The management team lack knowledge and understanding of safeguarding procedures. This means that they are unable to ensure that they follow the correct procedures in the event of a concern arising about a child or an allegation being made against a member of staff. This means that children are not safeguarded.
- Managers do not monitor the deployment of staff to ensure that children remain safe, and their needs are met. Staff are not always alert to children who climb on furniture. Staff provide children with resources that have increased risks to

their safety, such as glass bottles and long rolls of string with scissors. However, these are not appropriately supervised which compromises children's safety.

- Managers do not ensure that required records are maintained. They have failed to maintain a record of the vetting checks completed for staff to ensure their suitability to work with children. Staff whose suitability has not been checked by the provider are able to have unsupervised contact with children. Accident and injury records do not provide sufficient details to ensure parents are accurately informed of their child's well-being. This impacts on the safeguarding of children.
- The key-person system is not effective. Staff do not have sufficient knowledge about children to meet their individual needs. Some children receive no interaction from staff and struggle to understand instructions. Staff do not know what languages children speak at home. This means that staff do not put effective communication strategies in place, in order to meet their needs.
- The quality of education that children receive is poor. The curriculum lacks challenge for children and they are not well-enough prepared for the next stage in their learning. Staff do not always know what children need to learn next. As a result, some children wander aimlessly around the environment and are not engaged in meaningful activities. Staff do not support them to make good enough progress in their learning and development.
- Children are not supported to learn how to behave appropriately. They frequently take toys off their friends and struggle to share. At lunchtime, children become frustrated when they are unable to obtain staff's attention. They throw their plate across the table. Staff do not address children's behaviour to help them to understand what is expected of them.
- Children's good health is compromised because hygiene procedures are weak. Although staff take children to wash their hands before mealtimes, they return to sit on the carpet first. During this time, they touch the floor and resources, and put their hands in their mouths, before going to sit down for their food. Staff do not wash their hands when handling food. They do not provide children with plates at snack time, meaning children eat from the table.
- The arrangements for supporting children with special educational needs and/or disabilities (SEND) are not effective. Staff liaise with other professionals to identify targets and strategies for children. However, weaknesses in planning mean that these are not consistently implemented. As a result, these children do not receive enough support to help them make progress in their development.

Safeguarding

The arrangements for safeguarding are not effective.

Staff and managers do not complete sufficient training to keep their knowledge of safeguarding issues up to date. They are unable to identify signs that could indicate a child is at risk of harm. Staff are not aware of their responsibilities with regard to the 'Prevent' duty guidance. Although there is a named lead practitioner for safeguarding, they lack knowledge and understanding of their roles and responsibilities. Managers do not know the correct procedure to follow if an allegation is made against a member of staff. Record keeping is weak and

managers fail to ensure that records of vetting checks are maintained for all staff. Managers do not monitor staff closely enough. The deployment of staff means that children are not adequately supervised at all times. At times, children have unsupervised contact with adults whose suitability has not been checked.

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 that all staff have an up-to-date knowledge of safeguarding issues to enable them to identify and respond to signs of possible abuse and neglect at the earliest opportunity	11/05/2022
ensure that the lead practitioner for safeguarding attends a child protection training course that enables them to provide advice and guidance to other staff and identify, understand and respond appropriately to information of a safeguarding nature	11/05/2022
improve knowledge and understanding of the procedures to follow in the event of an allegation being made against a member of staff	11/05/2022
ensure that people whose suitability has not been checked do not have unsupervised contact with children	11/05/2022
maintain accurate records of the vetting checks that have been completed for all staff, including the criminal records check reference number, the date a check was obtained and details of who obtained it	11/05/2022
improve the deployment of staff to ensure that children are adequately supervised at all times and to meet their individual needs	11/05/2022

improve the use of risk assessment to ensure that all risks to children's health and safety are identified and action is taken to remove or minimise risks in a timely manner, with particular regard to resources and activities that are accessible to children	11/05/2022
ensure that written records for accidents or injuries are accurately completed with sufficient detail about the child, the injury sustained and first-aid treatment provided	11/05/2022
ensure that key persons have a sufficient knowledge and understanding of every child in order to provide tailored care to meet their individual needs	11/05/2022
implement effective behaviour management strategies to support children to understand staff's expectations for their behaviour in order to keep them safe	11/05/2022
ensure that all staff receive effective supervision which provides them with support, coaching and training to help them to understand all aspects of their roles and responsibilities and raises the quality of teaching to promote the interests of all children	11/05/2022
improve hygiene procedures to promote the good health of children	11/05/2022
ensure that there are effective arrangements in place for supporting children with SEND.	11/05/2022

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

	Due date
--	-----------------

implement an ambitious and well-sequenced curriculum that provides challenge for children and supports them to make progress in their learning and development	31/05/2022
ensure that planning takes account of children's individual needs, interests and stages of development so that every child consistently receives challenging and enjoyable experiences to support their learning and development	31/05/2022
provide support for children who speak English as an additional language so that staff are able to respond to them, help them to communicate and meet their individual needs.	31/05/2022

Setting details

Unique reference number	EY369198
Local authority	Warwickshire
Inspection number	10231659
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	Full day care
Age range of children at time of inspection	1 to 5
Total number of places	90
Number of children on roll	139
Name of registered person	Puddleducks & P.O.S.H. Limited
Registered person unique reference number	RP905157
Telephone number	01926 422112
Date of previous inspection	7 March 2017

Information about this early years setting

Puddleducks and POSH Ltd registered in 2008. It is located in the Leamington Spa area of Warwickshire. The nursery is open from 7.30am to 6pm, Monday to Friday, all year round. There are 20 members of childcare staff employed. Of these, one holds a qualified teacher status and 14 hold appropriate qualifications at level 3. The nursery provides early education funding for two-, three-, and four-year-old children.

Information about this inspection

Inspector

Lisa Bennett

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 deputy manager, nursery director and inspector completed a learning walk to gather information about how the provision and curriculum are organised.
- The deputy manager, nursery director and inspector carried out a joint observation to evaluate the quality of practice.
- Parents and children spoke to the inspector and gave their views of the nursery.
- The inspector observed the quality of teaching indoors and outdoors to assess the impact of this on children's learning.
- The inspector held a meeting with the deputy manager and nursery director and looked at relevant documentation and evidence of staff suitability.

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