

# Inspection of Coat Of Many Colours Nursery Hayes Branch

192 Church Road, Hayes, Middlesex UB3 2LT

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Inspection date: 22 June 2022

<b>Overall effectiveness</b>	<b>Inadequate</b>
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The quality of education	<b>Inadequate</b>
Behaviour and attitudes	<b>Inadequate</b>
Personal development	<b>Inadequate</b>
Leadership and management	<b>Inadequate</b>
Overall effectiveness at previous inspection	Not applicable

## What is it like to attend this early years setting?

### The provision is inadequate

Children's safety is compromised. The manager, who jointly shares the designated safeguarding lead role with the area manager, does not fully understand their responsibilities, such as not knowing when to notify Ofsted of a change of manager, or the setting's safeguarding policy. The weakness in their knowledge and understanding of child protection and all safeguarding issues place children's safety at risk. As a further consequence, staff's knowledge of correct referral procedures for safeguarding is not in place.

Children do not consistently receive rich learning opportunities. This is because the curriculum is not fully understood by all staff. Staff do not plan and implement a broad and balanced range of activities and experiences.

Generally, children demonstrate positive attitudes to learning and each other. However, there are times when children's behaviour is disruptive to learning. Not all staff are consistent in ensuring they support children with behavioural expectations. When children show moments of conflict, the staff say comments such as 'sharing' without giving explanation so that children know what is expected of them. As a result, children do not have consistent opportunities to learn about acceptable and unacceptable behaviour.

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

- The key-person system is ineffective. As a consequence, staff are not aware of what children know and can do. The curriculum is not well planned to capture the children's interests to support their ongoing development. Children do not become immersed in their play and are unable to be motivated learners. Children move around the garden, unable to concentrate on tasks.
- Staff do not provide good support for children who require additional help and those with special educational needs and/or disabilities. Partnership with parents is not effective. Staff do not plan realistic targets that promote children's learning and development to meet their individual needs. Referrals to agencies are not done in a timely manner and this impacts the appropriate support needed for children to develop.
- Children have a narrow experience that does not promote their understanding of people and communities beyond their own or help them to recognise and accept each other's differences. Children's personal religions and cultural practices/celebrations are not taught respectfully in the setting.
- For children whose home language is not English, the staff have not taken reasonable steps to provide opportunities for children to develop and use their home language in play and learning, supporting their language development at home. Words are not given to use language in play, or incorporated within the

nursery setting.

- Parents speak highly of the staff and feel their children are looked after well. However, strategies for engaging parents are weak and parents do not know what their child is learning or how they can help them improve.
- Older children demonstrate the ability to attend to their personal needs successfully. For example, children attend the bathroom by themselves and can demonstrate how to wash their hands effectively. The children in pre-school are also learning how to self-serve their meals and clear their plates and crockery after their meals. This is helping towards children gaining important independence skills which help with transitions to school. However, these opportunities are not in place for the younger children in the setting.
- Children benefit from regular outdoor play in the garden. They confidently use equipment such as climbing ladders and balancing planks. This helps children gain physical development skills.
- Leaders are not doing enough to tackle poor curriculum or teaching. Actions have not been taken to tackle areas of identified weakness and training for staff is ineffective.

## Safeguarding

The arrangements for safeguarding are not effective.

The manager and area manager, who are the designated safeguarding leads for the setting, do not fulfil the requirements of their role. Notifications to Ofsted about a change of manager were not made. Not all staff have secure child protection knowledge or know who to escalate safeguarding concerns to, in line with local procedures. Leaders and managers have not put steps in place to assure themselves that staff have a secure knowledge of safeguarding matters. Staff supervise children appropriately and complete risk assessments to minimise any potential hazards. The management team follows effective recruitment procedures to check staff suitability to work with children.

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

**To meet the requirements of the early years foundation stage and Childcare Register the provider must:**

	Due date
ensure the designated safeguarding lead and the manager know the correct procedures to follow should an allegation be made against a member of staff	08/08/2022

provide effective training and support for staff to ensure they have a secure knowledge and understanding of safeguarding matters, including how to identify if a child is at risk of emotional abuse	15/08/2022
ensure relevant notifications to Ofsted are in place in the required timescale	08/08/2022
take steps to ensure systems are in place so that care plans are reviewed regularly with parents, so children receive precise and targeted support which includes strategies suggested by other professionals	08/08/2022
develop staff's understanding of the early years foundation stage so they have a much stronger understanding of all areas of learning and how to implement a broad and balanced curriculum for all children who attend	05/09/2022
ensure the key-person approach is embedded effectively, with all children's parents/carers aware of who their key person is.	22/08/2022

## Setting details

<b>Unique reference number</b>	2531156
<b>Local authority</b>	Hillingdon
<b>Inspection number</b>	10208469
<b>Type of provision</b>	Childcare on non-domestic premises
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Day care type</b>	Full day care
<b>Age range of children at time of inspection</b>	0 to 5
<b>Total number of places</b>	58
<b>Number of children on roll</b>	80
<b>Name of registered person</b>	The Kingsborough Centre
<b>Registered person unique reference number</b>	RP526768
<b>Telephone number</b>	01895 272885
<b>Date of previous inspection</b>	Not applicable

## Information about this early years setting

Coat Of Many Colours Nursery Hayes Branch is situated in Hayes. The nursery is open each weekday, from 7.30am until 6pm, for most of the year. It is in receipt of funding for the provision of free early education for children aged two, three and four years. The nursery employs 14 staff who work directly with the children. Of these, seven hold appropriate childcare qualifications at level 3 and above.

## Information about this inspection

### Inspector

Elly Richfield

## Inspection activities

- This was the first routine inspection the setting 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 setting.
- The manager and the inspector completed a learning walk together of all areas of the nursery and discussed the early years curriculum.
- The inspector talked to staff at appropriate times during the inspection and took account of their views.
- The inspector observed the quality of education being provided, indoors and outside, and assessed the impact this was having on children's learning.
- The inspector carried out two joint observations with the manager.
- Parents 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.

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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