

# Inspection of William Street Nursery

17 William Street, WINDSOR, Berkshire SL4 1BB

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Inspection date:

6 September 2022

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## **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

Poor oversight of the nursery by the provider has resulted in significant breaches in the welfare requirements. Children's safety and welfare cannot be assured. Although children develop relationships with staff who are kind and caring, recent changes to the key staff appointed to each child are poorly communicated. Staff know too little about children. Parents say that they do not know who their child's key person is. The lack of communication between the nursery staff and parents means that staff do not gain a clear understanding of children's individual needs. Some children who cannot communicate their wants and needs cry for long periods, as staff disagree about how best to support them. That said, older children behave well. They are polite, courteous and helpful. For example, they help staff to tidy away after snack time.

Children do not receive good quality learning experiences to build on what they know and can do. Children choose what they want to play with and show curiosity in their play. However, too often learning is incidental, as staff fail to motivate children to learn. For example, as toddlers line up cars in the sand, staff push the toys around and fail to recognise opportunities to develop children's emerging language skills. The new manager has a clear understanding about the curriculum. However, staff are not clear about what they want children to learn. Too little is done to support staff's teaching knowledge and skills. Consequently, children do not make the progress they are capable of.

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

- The nursery is operated by a company. However, the nominated person does not have sufficient oversight of the nursery. Since the last inspection, some improvements have been made. However, the lack of oversight has resulted in further breaches of statutory requirements, which puts children at risk of harm. Leaders do not spend enough time monitoring staff teaching and practice to identify and address serious issues. This hinders the setting's capacity to improve.
- The senior management team have very recently employed a new manager and other staff. However, they fail to ensure new staff receive the induction they need to understand their roles and responsibilities, including how to keep children safe. Staff supervision is poor. Although the management team recognise teaching is inconsistent, too little has been done to address this since the last inspection. That said, the new manager has a clear vision of what she wants to achieve, but has not had sufficient time or the support she needs to implement this.
- The key-person system is not effective. All children are allocated a key person. However, due to changes in staffing, not all staff know who their key children

are. Therefore, staff do not know enough about their individual care or learning needs. Some younger children do not receive the consistent emotional support they need to help them feel safe. Parents say that they do not know who their child's key person is and when changes are made, they are not kept informed.

- The support staff receive does not help them to understand their roles and responsibilities or improve their personal effectiveness. Leaders fails to ensure new staff, including the manager, receive an appropriate induction. Staff do not benefit from effective supervisions, to provide the coaching and support they need to target their knowledge and teaching practice. This has had a significant impact on those staff who are new to their roles.
- Teaching across the nursery is variable and some is poor. Staff provide activities which take account of children's interests, but often this is poorly planned. For instance, as older children sit for 'finger gym', they begin to become absorbed in their play. However, staff swiftly encourage children to move to the next activity. Children do not have sufficient time to build on skills, as staff focus on the activity and less on children's learning aims. Children quickly become distracted and some begin to argue as staff fail to adapt learning experiences, based on children's individual needs.
- Children are supported to develop independence skills from an early age. Babies and toddlers learn how to feed themselves. Staff support and praise them as they learn to use spoons to scoop food and guide this to their mouths. Pre-school children learn how to cut up fruits at snack times, and tidy away their own plates and cups. They take responsibility for these tasks with pride. Staff praise children to build their confidence in being independent.
- Staff focus on supporting children's understanding of positive behaviour promotes their social skills. Older children listen and respond well to staff instructions. They understand how to play cooperatively with friends, so that everyone has fair turns with favourite toys.

## Safeguarding

The arrangements for safeguarding are not effective.

The nominated individual has not identified gaps in new staff's safeguarding knowledge. Although new staff can name some types of abuse, such as neglect and physical abuse, they do not have sufficient knowledge of the possible signs and symptoms, or who to report and escalate concerns to outside of the nursery. New staff lack knowledge about the 'Prevent' duty guidance and other safeguarding issues, such as county lines. That said, those with lead responsibility for safeguarding have a secure knowledge. They understand the action to take in the event of an allegation against a child or adult. Staff ensure children are supervised when playing indoors, outside and when eating.

## 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:**

	<b>Due date</b>
ensure that all persons with governance and oversight understand their roles and responsibilities	26/09/2022
ensure all staff receive training about the safeguarding policy and procedure, so that they gain a confident understanding of how to recognise and respond to any concerns about children or other staff, including who to report these to outside of the setting	26/09/2022
implement effective induction procedures, to ensure that all staff have a clear understanding of their roles and responsibilities	26/09/2022
ensure all staff, including the manager, receive effective support, coaching and training to fulfil their roles, to identify and target weaker aspects of staff knowledge and improve their personal effectiveness	26/09/2022
implement an effective key-person system to meet all children's individual care needs and build relationships with their parents.	26/09/2022

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

	<b>Due date</b>
ensure staff understand the individual needs and stages of development of each child to improve the quality of teaching and use of activities to support children's learning and development effectively.	26/09/2022

## Setting details

<b>Unique reference number</b>	EY462233
<b>Local authority</b>	Windsor and Maidenhead
<b>Inspection number</b>	10242869
<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 4
<b>Total number of places</b>	50
<b>Number of children on roll</b>	52
<b>Name of registered person</b>	Countryside Nurseries LLP Partnership
<b>Registered person unique reference number</b>	RP521162
<b>Telephone number</b>	01753 851002
<b>Date of previous inspection</b>	26 April 2022

## Information about this early years setting

William Street Nursery registered in 2013. It is located in Windsor town centre and offers children care on weekdays, from 7.30am to 6pm, for 51 weeks of the year. The provider employs 10 staff. Of these, six hold relevant childcare qualifications. The nursery receives funding for the provision of free early years education for children aged two, three and four years.

## Information about this inspection

### Inspector

Tara Naylor

## Inspection activities

- The inspector discussed any continued 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 viewed the provision and discussed the safety and suitability of the premises.
- The manager and inspector completed a learning walk together of all areas of the nursery and discussed the early years curriculum.
- The inspector carried out a joint observation of an activity with the manager.
- The inspector observed the quality of education being provided and assessed the impact that this was having on children's learning.
- Parents shared their views of the setting with the inspector.

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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