

Inspection of Wren Day Nursery

Stoneleigh Park, Kenilworth, Warwickshire CV8 2LG

Inspection date: 22 July 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's safety is compromised. The provider does not have suitable policies and procedures in place to protect children with allergies. The provider does not identify and promptly remove hazards in the environment. Staff do not manage behaviour effectively, which impacts on children's self-esteem and confidence. The provider does not have a good enough understanding of the vetting checks that need to be completed to fully assess staff's suitability to work with children. Children's safety and welfare are not promoted. Hygiene standards are inadequate. Supervision of children is poor. Children play in the home corner with a knife, unsupervised, and staff do not notice or respond to children who climb on chairs. In addition, staff are unaware of how accidents occur.

Children fail to make the progress they are capable of because the quality of education that children receive is poor. Although there is an emphasis on the prime areas of learning, and children develop some language, physical and social skills, the curriculum provided does not cover all areas of learning. Activities are not sufficiently challenging and are not matched to children's learning needs. This results in children who become bored and disengaged. For example, during a group activity, children roll around and wander off and, when staff bring them back, this creates further disruption for the other children.

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

- Leaders do not ensure staff who work with children are suitable to do so. This is because they have not obtained the required Disclosure and Barring Service checks for all staff. Furthermore, they are not aware of the requirement to undertake additional criminal records checks for anyone who has lived or worked abroad.
- The provider has failed to make suitable improvements since the last inspection. She does not provide effective supervision, coaching and training of staff or the manager, to identify their professional development needs to help them to fulfil their roles and responsibilities. In addition, staff, including the manager, are not aware of children's next steps in all areas of learning. Consequently, children are not making the progress they are capable of.
- Risk assessment is inadequate. The provider does not ensure that the premises and equipment are safe. For example, there are rusty nails protruding on the playhouse, as well as sharp pieces of wood, all within children's reach. Other hazards include screws protruding from a table in the playground and newly cut branches on a shrub which are extremely sharp and positioned at the top of steps without any handrail, and at children's face level.
- The provider does not recognise the risk posed by poor hygiene practice. For example, babies use high chairs that have a build-up of old food around the

sides and seat area; the covers are ripped and are not cleaned effectively. When children drop their cups on the floor, these are returned to the children to use. These practises do not support children's understanding of how to keep themselves safe or prevent the spread of infection.

- On several occasions, children have been given food they are allergic to. Despite this, the provider has failed to ensure robust systems are in place to ensure another incident of this nature does not occur. This puts children at risk of harm.
- Staff do not manage behaviour effectively. For example, children are singled out to sit on a mat if they fidget during a group activity. In addition, children are served a different pudding to others if they do not eat their main meal. These practises do not support children's self-esteem and confidence or help them to learn about acceptable behaviour.
- The quality of teaching is inadequate because the activities provided do not match individual children's learning needs. Children do not participate in activities that have clearly identified learning intentions. For example, in the baby room, children are provided with soft-play resources and freestanding, electronic activity toys. Children show no interest in the electronic toys and staff are not clear about why these have been provided or how they can be used to extend children's learning.
- There is a lack of a coherent and consistent toilet training strategy throughout the nursery. This does not support children to learn to manage their own personal care when they are ready to do so.
- Parents comment their children are happy in the nursery and that the staff are very kind.

Safeguarding

The arrangements for safeguarding are not effective.

Recruitment and vetting procedures are not robust. This puts children at risk because the suitability of some of the adults is not assured. Hygiene is poor and risk assessment is ineffective. Procedures to ensure that children with allergies and dietary intolerances are not put at risk, are ineffective. As a result, children are not safe. However, staff and managers are able to describe the possible signs and symptoms of abuse and neglect and what action they need to take in the event of a concern about welfare of the children in their care.

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 effective systems are in place to assure the suitability of all staff, which include completing enhanced criminal records checks and barred list checks and obtaining the required additional checks for all those who have lived or worked abroad	19/08/2022
implement effective processes for identifying and removing risks in the environment	19/08/2022
ensure robust procedures are in place to remove risks to children with allergies at mealtimes	19/08/2022
ensure staff manage children's behaviour in an appropriate way	19/08/2022
ensure that children are appropriately supervised at all times	19/08/2022
ensure children's good health is promoted, in particular ensure equipment, such as high chairs and cups, is clean and hygienic	19/08/2022
ensure that the premises and equipment used for the purpose of childcare are safe and suitable	19/08/2022
provide support and coaching for the manager and all staff to ensure that they have appropriate knowledge, skills and understanding to fulfil their roles and responsibilities.	19/08/2022

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

	Due date
devise and implement a rich, well-sequenced and ambitious curriculum that meets the learning and development needs of children and covers all areas of learning	16/09/2022

improve the monitoring of practice to ensure all staff have a secure understanding of how to make accurate assessments of children's learning and development	16/09/2022
support staff to plan activities, covering all areas of learning, that precisely link to children's next steps in learning	16/09/2022
develop and implement an effective programme of toilet training to support children's independence and readiness for school.	16/09/2022

Setting details

Unique reference number	200840
Local authority	Warwickshire
Inspection number	10232249
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register
Day care type	Full day care
Age range of children at time of inspection	0 to 4
Total number of places	102
Number of children on roll	104
Name of registered person	Philip and Penelope Shaw Partnership
Registered person unique reference number	RP522845
Telephone number	02476 418957
Date of previous inspection	25 February 2022

Information about this early years setting

Wren Day Nursery registered in 1992. It operates from Stoneleigh Park, near Kenilworth in Warwickshire. The nursery employs 23 members of childcare staff. Of these, 21 hold appropriate early years qualifications ranging from level 2 to level 6. The nursery opens from Monday to Friday, all year round, except for bank holidays and one week over the Christmas period. Sessions are from 8.30am to 5.30pm. The nursery provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspectors

Karen Laycock
Jacqueline Coomer

Inspection activities

- The inspectors discussed any continued impact of the pandemic with the provider and have taken that into account in their evaluation of the provider.
- The manager, deputy manager and the inspectors completed a learning walk to understand how the setting operates and how the curriculum is organised. The manager and the lead inspector carried out a joint evaluation of activities together.
- The manager, deputy manager and the inspectors observed the quality of teaching during activities and assessed the impact this has on children's learning.
- The inspectors held discussions with the manager, provider, deputy manager and staff throughout the inspection. They looked at relevant documentation, including qualifications and first-aid certificates, and viewed evidence of the suitability of those working with children.
- The inspectors took account of the views of parents spoken to on the day. They also spoke to children about their experiences 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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