

Inspection of Elan Nursery

Unit 1, Chanctonfold, Horsham Road, Steyning, West Sussex BN44 3AA

Inspection date:

29 September 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

There are significant breaches of requirement that compromise children's safety and welfare. This includes breaches relating to staff qualifications, accident procedures and staff training, support and skills.

There are inconsistencies within the quality of education. Children appear busy and happy in their play. However, some staff do not actively engage in children's play to support their next steps in their learning.

Staff recognise the need to promote children's confidence to initiate friendships and to help children interact with others. Unfortunately, some staff do not positively interact with children to help promote their emotional well-being, particularly when children play outside.

Children are unable to complete activities that staff provide for them due to the ineffective interaction from other staff. For example, children engaged in a story with staff are disrupted by the behaviour of other children. Despite this, children independently choose from a range of resources available, both inside and outside. Children are eager to learn and are enthusiastic to interact with adults who show interest in their play.

Opportunities for children to finish their play to their satisfaction are not consistently promoted. Babies are introduced to exciting sensory play. However, staff follow the routine for nappy changes without recognising the impact that this has on children's learning. Toddlers' play is disrupted for toileting and nappy changing. Children's play and the effect that the staff's engagement has on children's learning and development is not positively observed or monitored. Management does not clearly understand or recognise the inconsistent practice within the nursery.

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

- Management do not plan for staff shifts effectively to ensure that the baby room is always manned with staff with a level 3 qualification and relevant experience. They do not ensure that 50% of the remainder of the staff working in the room hold at least a level 2 qualification. This means that babies are not cared for by appropriately qualified and experienced staff, which has a significant impact on their safety and welfare.
- Staff show a poor knowledge of how to provide purposeful learning experiences for all children in the nursery. Children from all three rooms play together outside and staff deploy themselves around the area. Some staff attempt to engage with children, such as reading stories to them. However, others do not engage with children at all and simply walk around the play area chatting to

other staff. Staff do not have a clear understanding of children's next steps in their learning. They do not actively implement challenges and extend children's learning through play experiences.

- Management do not effectively evaluate and monitor staff's performance and practice. They do not understand their roles and responsibility to continuously evaluate staff's effectiveness. They spend the majority of their time covering for staff's duties in the rooms. They do not observe and support staff's professional development to ensure they meet the learning and care needs of the children.
- Staff follow the routines of the nursery above and beyond the needs of children. For example, staff change nappies and take children to the toilet without taking into consideration children's participation in activities. They do not give children appropriate notice or inform them in a positive way that their nappies are going to be changed. They also feel children's nappies without permission. Children are not able to complete their play to their own satisfaction and they do not learn about areas of their bodies that are private and must be respected to help keep themselves safe.
- Management do not ensure that staff promote children's welfare and physical well-being. Staff are aware of their roles and responsibility to record children's accidents and any injuries that happen at home. However, management do not successfully monitor this procedure to ensure appropriate completion. Parents are not consistently made aware of accidents that happen in the nursery and, therefore, may not be aware of a head injury.
- Older children have a clear understanding of how to promote their hygiene and self-help skills. Pre-school children take pride in their duties of laying the table for their peers, serving themselves at lunchtime and pouring their drinks. They learn about the importance of washing their hands through routine songs. They follow actions to help them learn how to use soap and water to make sure they are clean.
- Staff support toddlers' understanding and recognition of their emotions. Children explore their feelings by looking at their faces and expressions in mirrors. They laugh at the faces they pull. Staff talk to them about how they are feeling, helping to promote reassurance and attachments with the staff in the room.
- Babies and children babble and chat freely and happily among themselves. Children learn to communicate, such as through the use of signing throughout the nursery. Staff use signing to support children's understanding of communicating manners, such as 'please' and 'thank you'.
- Parents make positive comments about the care their children receive. They feel their children have close bonds with their key person and that children feel secure, happy and content in their play environment.

Safeguarding

The arrangements for safeguarding are not effective.

The provider does not ensure that management and staff promote children's safety and welfare. Staff do not implement the nursery's procedures for alerting parents about accidents that occur while their children are in the nursery. Staff do not

follow through procedures to monitor any injuries that occur at home. Staff have a secure knowledge of child protection procedures. They learn about these procedures through their initial induction and ongoing discussion during supervisions and meetings. Staff know the procedures to follow if they have concerns regarding children's experiences of extreme views and behaviours. Staff talk confidently about children using and having access to online resources, such as interactive whiteboards. Children play in a secure environment, that staff check regularly for hazards.

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 babies are cared for at all times by appropriately qualified and experienced staff	06/10/2022
develop staff's knowledge of how to provide purposeful learning experiences for children, through positive engagement and interaction associated with children's next steps in their learning	06/10/2022
ensure staff's performance and practice is monitored and evaluated, to support their development and improve the impact of their practice on children's ongoing learning and care	06/10/2022
support staff to develop a secure knowledge of the standards of quality of care for children, while incorporating nursery routines effectively	06/10/2022
ensure parents and/or carers are informed of any accident or injury sustained by the child, on the same day as, or as soon as reasonably practicable after, and of any first-aid treatment given.	06/10/2022

Setting details

Unique reference number	EY413549
Local authority	West Sussex
Inspection number	10250483
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	0 to 11
Total number of places	78
Number of children on roll	129
Name of registered person	Elan Nurseries Limited
Registered person unique reference number	RP905577
Telephone number	01903810100
Date of previous inspection	28 June 2018

Information about this early years setting

Elan Nursery registered in 2010. It operates from a purpose-built building, situated in Steyning, West Sussex. The nursery is open each weekday, from 7.30am to 6pm, for 51 weeks of the year. The nursery also provides before- and after-school care during term time only. The nursery is in receipt of funding for the provision of free early education to children aged two, three and four years. The nursery employs 33 members of staff. Of these, 14 hold early years qualifications to level 2 and above.

Information about this inspection

Inspector
Claire Parnell

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.
- The manager joined the inspector on a learning walk and talked to the inspector about their curriculum and what they want their children to learn.
- Children spoke to the inspector about what they enjoy doing while at the nursery.
- 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 outdoors, and assessed the impact that this was having on children's learning.
- The inspector carried out joint observations of group activities with the manager and room leaders.
- 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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