

# Inspection of Worth Valley Private Day Nursery LTD

34 Wesley Place, Halifax Road, Keighley, West Yorkshire BD21 5EH

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Inspection date:

27 September 2022

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## **Overall effectiveness**

## **Inadequate**

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The quality of education

**Requires improvement**

Behaviour and attitudes

**Requires improvement**

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 has been a period of high staff turnover. A shortage of staff has meant that the manager and deputy manager have been unable to fully carry out their management roles effectively. This has led to several breaches of requirements, some of which have a negative impact on children's safety and welfare.

Children are warmly greeted by the staff as they arrive at the nursery. They build good relationships with their key person. Children behave well throughout the nursery. They learn to be independent. Even the youngest children know how to sit at the dining table and use a fork or spoon to feed themselves. Older children go to the 'snuffle station', where they can blow their own noses. They use a large water dispenser to get their own drinks. This supports children in managing their own care needs.

Staff think about children's interests and next steps in learning when planning activities for children. For example, babies practise grasping items as they hold chunky paintbrushes to paint. Toddlers widen their vocabulary as they match objects to photos and find out about autumn. Older children develop their creative skills as they learn how to mix paint and make pictures, using pine cones and leaves.

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

- The manager is introducing ways for staff to develop children's communication skills. Staff in the baby room encourage babies to babble and respond to adults. Children in the toddler and pre-school room receive 'special time'. This allows staff to spend one-to-one time with children, and talk to or read stories with them. However, not all staff are confident in the ways that they can support children to grow their language skills. That said, the manager is aware of the professional development needs of staff. She plans to provide further training and mentoring for staff who are new to the nursery or recently qualified.
- Overall, children enjoy the activities set up by staff. However, resources in the baby room are not as stimulating as in other rooms. On occasion, children wander with little purpose to their play. Children do not access enough resources that will further support them in developing their curiosity and sense of wonder.
- Children are kind and respectful to each other. They learn to share as staff give gentle reminders and encourage them to take turns. Children keep on trying as they practise new skills, such as how to roll a hula hoop to each other.
- Children wash their hands before mealtimes. However, staff wash babies' hands using the same bowl of water, and dry them with the same towel. Staff provide sensory food activities for children to play with and explore. However, during the

inspection, these were left out and children were able to eat the food that had been handled by others. This does not promote strong hygiene practice.

- Parents say that communication from the nursery is good. They receive information about their children's progress through an online app. Staff work well with parents and a range of outside agencies. This ensures that children with special educational needs and/or disabilities receive the support that they need.
- The manager has plans to raise the quality of care and education in the nursery. However, she has not yet been able to see these plans through fully, due to a shortage of staff. This has also resulted in some breaches to requirements. Safer recruitment procedures have not been followed consistently. Leaders have not collected references for some new staff members. On occasion, staff without an up-to-date Disclosure and Barring Service (DBS) check are left unsupervised with children. The suitability of the adults working with children cannot be assured. This has an impact on the safety of children.
- There is at least one member of staff in each care room who holds a paediatric first-aid certificate. However, there are not enough staff members qualified in paediatric first aid to meet the ratio requirements of the 'Statutory framework for the early years foundation stage'. While this has minimal impact on the care of children, this is also a breach of the requirements.

## Safeguarding

The arrangements for safeguarding are not effective.

The manager has a broad understanding of the signs and symptoms of abuse and neglect. She knows what to do if a child is at risk of harm. However, there are some gaps in staff's knowledge. Some staff lack a clear understanding of the signs of radicalisation and the 'Prevent' duty. They do not know how to whistle-blow if they have concerns about the leadership of the nursery. Some members of staff are unsure about how to make a safeguarding referral themselves. While there is guidance in place for staff, leaders have not checked that staff fully understand their responsibilities. This has an impact on the safety and welfare of children, as safeguarding concerns may not be identified or managed in the correct way.

## 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
improve handwashing and hygiene routines to reduce the risk of cross-contamination, with regard to food-related activities	17/10/2022

ensure that safer recruitment practices are consistently followed, including the collection of references, to ensure the suitability of staff	17/10/2022
ensure that new members of staff are not left unsupervised with children until full suitability checks have been carried out, including obtaining an up-to-date DBS check	17/10/2022
ensure that staff hold the required childcare and first-aid qualifications before they are included in staff-to-child ratios	17/10/2022
improve staff's understanding of safeguarding policies and procedures, including the signs of radicalisation and the 'Prevent' duty, whistle-blowing procedures and how to make a safeguarding referral.	17/10/2022

**To further improve the quality of the early years provision, the provider should:**

- continue the planned programme of professional development to support staff in improving the quality of their interactions with children, and to further enhance children's communication skills
- reflect on ways to enhance the provision in the baby room, and consider how resources and activities can be used to further develop babies' curiosity and sense of wonder.

## Setting details

<b>Unique reference number</b>	EY470516
<b>Local authority</b>	Bradford
<b>Inspection number</b>	10254436
<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>	73
<b>Number of children on roll</b>	70
<b>Name of registered person</b>	Worth Valley Private Day Nursery Limited
<b>Registered person unique reference number</b>	RP903553
<b>Telephone number</b>	01535 957063
<b>Date of previous inspection</b>	22 September 2017

## Information about this early years setting

Worth Valley Private Day Nursery LTD registered in 2013 and is located in Keighley, West Yorkshire. The nursery is open Monday to Friday from 7.30am until 5.30pm, all year round, except for bank holidays and a week at Christmas. The nursery employs 19 members of staff. Of these, 13 hold appropriate early years qualifications at level 2 or above. The nursery provides funded early education for two-, three- and four-year-old children.

## Information about this inspection

### Inspector

Samantha Lambert

## 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, 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 outdoors, and assessed the impact that this was having on children's learning.
- The inspector observed the interactions between staff and children.
- The inspector carried out a joint observation of a creative activity with the manager.
- The inspector spoke to several parents during the inspection and took account of their views.
- 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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