

Inspection of Spring Grove Nursery

Spring Grove, LIVERPOOL L12 8SJ

Inspection date: 11 October 2022

Overall effectiveness	Inadequate
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The quality of education	Inadequate
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Behaviour and attitudes	Inadequate
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Personal development	Inadequate
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Leadership and management	Inadequate
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Overall effectiveness at previous inspection	Good
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What is it like to attend this early years setting?

The provision is inadequate

Children's safety is compromised in this nursery. The provider has not ensured adequate oversight is in place to ensure the safe and efficient running of the nursery. Staff are not provided with sufficient support and training to ensure that they are effective in their roles. This results in staff having poor knowledge and understanding of nursery policies and procedures, including the safeguarding policy and emergency evacuation procedures. In addition, the indoor environment contains many hazards to children's health. Risk assessments are not effective in identifying risks to children and, therefore, these go unnoticed by staff and are not addressed. Furthermore, sleeping arrangements for children are not effective and the bedding provided is not in good condition. This prevents children from sleeping. In addition, younger children do not have access to fresh drinking water throughout the session.

Children are unsettled and their personal, social and emotional development are not always being met. This is due to a significant amount of staff changes. Staff do not have high enough expectations for children's learning and development. Furthermore, there is no key-person system in place. Therefore, most staff do not know the children well enough to support their individual needs. Children struggle to manage conflicts. Staff do not support them to regulate their own behaviour. Consequently, children are unable to share and take turns. Due to the staffing arrangements, staff are not provided with sufficient support and there is very little monitoring of the curriculum and the quality of education that children receive. Children spend long periods of time wandering around the rooms and outdoor area. Staff do not plan challenging and enjoyable learning experiences for children. As a result, children do not make the progress that they are capable of. That said, staff are kind and caring towards children.

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

- The provider has failed to identify significant weaknesses in this nursery, resulting in several breaches of requirements that impact on the safety and well-being of children. Children are exposed to hazards, such as cleaning equipment, broken blinds, drawstring bags and large containers of glue, which are accessible to children. Children are not kept safe in the event of a fire. Some internal fire doors are damaged and rendered ineffective and others are obstructed. This leaves children, staff, parents and visitors at risk of not being able to safely exit the building in the event of a fire.
- The curriculum intent in this nursery is weak. There have been a considerable number of staff changes, including changes to management, in a short period of time. Staff are not trained sufficiently to understand how young children learn. For example, staff discourage children from taking risks on outdoor climbing

equipment. Therefore, children are not learning how to manage their own risks. There are large gaps across all areas of children's learning and development. That said, the acting deputy manager, who has been with the nursery for a few weeks, is ambitious and has a desire to improve the experiences for children.

- Staff, at times, read to children. However, children quickly become distracted. Staff are not adequately trained to support children's communication and language skills. Therefore, children are not making good enough progress with their speech development. Staff do not engage in meaningful interactions with children, or model new words to support their vocabulary. Some children have dummies in their mouths for long periods of time. This hinders their ability to practise their speech. Staff do not support children to learn how to articulate themselves. Therefore, children are not always able to express their needs.
- Staff do not have high expectations for children's behaviour. The acting deputy manager has plans to establish nursery rules and systems to promote positive behaviour. However, these have not yet been introduced across the nursery. Staff do not currently explain to children the difference between right and wrong. Therefore, children do not understand how their actions impact others. Children are often told to 'say sorry' with little explanation as to why.
- Children's basic care needs, such as nappy changing, are attended to. However, there is little encouragement for children to wash their hands regularly. Children are not being taught how to live healthy lifestyles, including taking responsibility for their own hygiene practices and the importance of this. Due to the staff arrangements, poor deployment of staff and no key-person system, children's emotional well-being is not met.
- Staff do not encourage children to develop their independence skills. They do everything for children, such as putting on children's coats for them and feeding them at mealtimes, providing no opportunity for children to have a go themselves. Furthermore, staff talk over children to each other, yet do not explain to children what is happening now and next. Consequently, children are often left confused at times when routines change.
- Staff are not currently trained to support children with special educational needs and/or disabilities (SEND). Therefore, children's additional needs are not always identified, and support from other professionals is not accessed in a timely manner. That said, the acting deputy manager and manager are aware of how to support children with SEND and have plans in place to observe and monitor children to identify their needs. However, this has not yet been embedded.
- There is no induction process in place for new staff or agency staff. Therefore, not all staff are aware of the nursery policies and procedures that enable them to fulfil their roles and responsibilities. That said, the acting deputy manager and manager are fully aware of the breaches to the 'Statutory framework for the early years foundation stage'. They have plans in place to bring about change. However, these have not been fully introduced therefore children's needs are not always being met.
- Children do not learn what makes them unique or about similarities and difference that they share with others. Staff do not support children to understand about other cultures or ways of life. Therefore, children are not being prepared for the diverse world around them.

- Parents speak well of the acting deputy manager and manager. They express that their children are happy to attend the nursery.

Safeguarding

The arrangements for safeguarding are not effective.

Staff have a weak understanding of safeguarding. While they are aware of some of the potential signs and symptoms of abuse, their knowledge is minimal. Some staff are unsure of the correct reporting procedures and the role and responsibilities of other professionals involved in the welfare of children. This is a risk to children's safety. That said, the designated safeguarding leads have a good knowledge and understanding of child protection. Staff do not have a thorough knowledge and understanding of their role and responsibility in carrying out risk assessments of the nursery environment. Consequently, children are exposed to many hazards to their health. Poor induction procedures have resulted in staff having a weak knowledge and understanding of emergency evacuation procedures and health and safety procedures.

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 that all staff are trained to understand the nursery safeguarding policy and procedures that enable staff to identify the possible signs and symptoms of abuse and respond in an appropriate way	15/11/2022
ensure that staffing arrangements meet the needs of all children and ensure their safety	15/11/2022
ensure that all children are assigned a key person and that every child's care is tailored to meet their individual needs, including their emotional well-being	15/11/2022

ensure that all staff receive induction training that includes information about emergency evacuation procedures, safeguarding, child protection and health and safety	15/11/2022
ensure that staff are supported to undertake training and professional development opportunities to enable them to provide quality learning and development experiences for all children	15/11/2022
ensure that staff are trained to manage children's behaviour in an appropriate way and keep children safe	15/11/2022
take reasonable steps to ensure the safety of children, staff and others on the premises in the case of fire or any other emergency, with particular regard to ensuring internal fire doors meet fire safety requirements and are not obstructed	15/11/2022
ensure that all reasonable steps are taken to make sure children are not exposed to risks	15/11/2022
ensure there are arrangements in place to support all children with SEND and that staff are suitably trained to meet children's needs	15/11/2022
ensure that arrangements for children sleeping are safe, including bedding being in good condition	15/11/2022
ensure that fresh drinking water is always available and accessible to all children.	15/11/2022

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

	Due date
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<p>implement a curriculum that is challenging and enjoyable for all children, making sure that staff are well supported to plan stimulating and purposeful learning experiences for children that enable them to make the progress they are capable of.</p>	<p>06/12/2022</p>
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Setting details

Unique reference number	EY429494
Local authority	Liverpool
Inspection number	10258129
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register
Day care type	Full day care
Age range of children at time of inspection	0 to 4
Total number of places	50
Number of children on roll	30
Name of registered person	Spring Enterprises NW Ltd
Registered person unique reference number	RP903586
Telephone number	01512204772
Date of previous inspection	26 October 2016

Information about this early years setting

Spring Grove Nursery registered in 2000. The nursery employs six members of childcare staff. Of these, four hold appropriate early years qualifications at level 3 and one at level 4. The nursery opens from Monday to Friday all year round. Sessions are from 7.30am to 6pm.

Information about this inspection

Inspector

Suzanne Fenwick

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 acting deputy manager and inspector completed a learning walk together of all areas of the nursery and discussed the early years curriculum.
- The inspector spoke to children to find out about their time at the setting.
- Staff spoke to the inspector during the inspection.
- 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 a joint observation of a group activity with the acting deputy manager.
- Parents shared their views of the setting with the inspector.
- The administration assistant showed the inspector documentation to demonstrate the suitability of staff.

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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