

Inspection of Mama Bear's Day Nursery (Baby & Toddler Unit)

Unit 6 Baileys Court, Webbs Wood Road, Bradley Stoke Bristol BS32 8EJ

Inspection date: 21 November 2022

Overall effectiveness	Inadequate
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The quality of education

Good

Behaviour and attitudes

Good

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

Children's welfare is at risk. Safeguarding procedures are not robust enough to keep children safe from harm. Gaps in recruitment procedures mean that the provider does not do enough to ensure that new staff are suitable to care for children. In addition, leaders have not ensured that allegations against staff are managed effectively.

Children have formed positive relationships with staff and other children. They show that they feel secure as they sit with staff to read a story or have a cuddle when upset and in need of comfort. Children settle quickly and show they are confident and happy in the nursery. Staff have high expectations of young children and help them develop their self-care skills at a young age. Children are encouraged to peel their banana and pour their own water. Children use cutlery to feed themselves at lunchtime, and staff offer support to help them learn these skills when needed.

The manager has a clear curriculum intent and knows what skills and knowledge she wants young children to learn as they become ready to move to pre-school. Staff know the children well, including their interests and abilities and what they need to learn next. Children make good progress across the areas of learning.

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

- Recruitment procedures do not ensure that all adults caring for children are suitable to do so. The provider does not follow up all concerns raised from staff's previous employment effectively when making suitability decisions about new staff.
- The manager does not keep effective safeguarding records. She cannot demonstrate or recall accurately what action she has taken to ensure staff remain suitable when concerns are raised about their conduct. The provider has not notified Ofsted of allegations against staff, which is a requirement.
- Children's behaviour is good. Staff are positive role models and are calm in their manner. They encourage children to use their 'kind hands' and praise children for having 'good listening ears'. This boosts children's self-esteem as they smile with pride at their achievements. Children show they can play cooperatively as they ride on the see-saw together and help collect the fallen leaves from the ground.
- Most staff support children's speech and language well. Children enthusiastically sing lots of songs with staff and choose what animals they wish to include in their songs. Staff provide a narrative for what children are doing. They repeat words back correctly and add extra words to increase children's vocabulary. Some less-experienced staff do not use questions effectively to extend the more

confident children's expressive language.

- Children have plenty of opportunities to play outside in the fresh air. They negotiate space well as they push wheelbarrows and trolleys around their friends and develop their balancing skills as they walk across wooden planks. Children enthusiastically engage in physical activity indoors. They jump, hop and move their bodies energetically to the music.
- Children show they are interested in the available activities and are keen to join in, such as with finger painting and printing and exploring pinecones in the sand. However, at times, the noise levels rise quickly, and this distracts some children away from their activities and does not support their developing concentration skills.
- Staff report that they attend regular meetings and reflect on their teaching practice. They attend mandatory training, and some have recently attended training about outdoor play. As a result, staff have introduced more natural resources for the children to explore when outdoors. This has enhanced the children's imaginative play.
- Partnerships with parents are positive. They report that their children enjoy coming to nursery and have settled well. Parents say that they are pleased with the progress their children are making. Parents state they receive lots of ideas on how to support learning at home, such as 'teeth cleaning charts' and 'family wows'.

Safeguarding

The arrangements for safeguarding are not effective.

Effective recruitment procedures have not been followed, placing children at risk. In addition, the provider has not ensured that the manager keeps robust safeguarding records when concerns about staff's conduct are raised. Staff have a suitable knowledge of child protection issues and the procedures to follow if concerns are raised about children's welfare at home. They know who to raise concerns about a colleague's behaviour with, but do not follow this up to make sure it has been dealt with appropriately. Suitable hygiene practices are followed to promote children's good health.

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 recruitment procedures are robust, and check the suitability of all adults working with children	07/12/2022

improve safeguarding procedures so that information about the management of allegations of staff is accurately and fully recorded.	07/12/2022
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Setting details

Unique reference number	EY493779
Local authority	South Gloucestershire
Inspection number	10262574
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 2
Total number of places	30
Number of children on roll	46
Name of registered person	Mama Bear's Day Nursery Ltd
Registered person unique reference number	RP901325
Telephone number	0117 979 4190/0117 931999
Date of previous inspection	25 September 2017

Information about this early years setting

Mama Bear's Day Nursery (Baby & Toddler Unit) registered in 2015 and is located in Bradley Stoke, Bristol. The nursery takes children from birth until they are three years of age. It opens Mondays to Fridays, from 7.30am to 6pm, all year round, except for bank holidays and a week at Christmas. There are six members of staff who work directly with the children, five of whom have appropriate childcare qualifications between level 2 and level 3. The manager also has a relevant childcare qualification at level 3. The nursery provides funded early education for two-year-old children.

Information about this inspection

Inspector
Charlotte Jenkin

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 manager and has taken that into account in their evaluation of the provider.
- The manager and inspector completed a learning walk together of all areas of the nursery and discussed the early years curriculum.
- Children communicated with the inspector during the inspection.
- The inspector talked to staff at appropriate times 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 manager and inspector carried out a joint observation during lunchtime.
- The inspector spoke to parents 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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