

Inspection of Nightingales Day Nursery

Airedale General Hospital, Skipton Road, Steeton, Keighley, West Yorkshire BD20
6TD

Inspection date: 7 November 2022

Overall effectiveness	Inadequate
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

Weaknesses in the knowledge of leaders and managers mean that children's safety and well-being are compromised. Leaders and managers have not followed the correct procedures when managing an allegation against an adult in the nursery. The manager has not checked that other members of the leadership team fully understand their responsibilities. As a result, leaders do not always have the necessary knowledge of the statutory requirements, to take charge of the nursery in the absence of the manager. Additionally, hygiene practices are not consistent across the nursery. This increases the risk of cross-contamination and does not support children's health and safety.

Despite these identified weaknesses, children are happy in the nursery. They feel secure in the care of the warm and dedicated staff team. Children enjoy exploring the range of real-life resources, such as a china tea set. They learn how to handle such objects safely and appropriately as they take part in make-believe play. Children become deeply involved in their learning while they play with resources that can be used in a variety of ways. For example, they use bun cases and conkers to pretend to make cakes. Children pour lentils into a cup and then place this onto a tablecloth as they pretend to make orange juice for a picnic. They learn to make up their own ideas as they play. This helps children to develop a sense of curiosity and to grow their imagination.

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

- Leaders and managers do not evaluate their practice successfully. They have not identified gaps in their own knowledge. Leaders have not checked that they are meeting the statutory requirements. The manager has not ensured that members of the leadership team have the required skills and knowledge for their role. Consequently, they are unable to take charge of the nursery effectively in her absence.
- The leadership team has not followed the correct procedures for managing an allegation against an adult working in the nursery. Leaders did not report the allegation to the local authority designated officer in a timely manner. Furthermore, leaders did not notify Ofsted of the allegation within the correct time frame. This does not ensure that allegations are managed appropriately and in the best interests of children and staff.
- However, the nursery has a strong staff team that interacts well with children. Staff encourage a love of stories as they frequently read books with children. They sing a range of songs, such as 'The Wheels on the Bus', to support children's language development. Staff listen and respond when children talk. They extend what children say to help build their vocabulary. These approaches help children to make good progress with their communication skills.

- Staff engage children in tasks and activities that interest them. As a result, children behave well. When children need extra support with their behaviour, staff are gentle and patient. This supports children to feel calm and helps them to make the right choices.
- Children look forward to mealtimes. They excitedly greet the nursery housekeeper when she delivers the food to each room. Children have choices about what they can eat at mealtimes. Older children serve their own portions of food. This gives children a sense of independence. Staff make sure that children with allergies receive meals that are specially prepared to meet their needs.
- Older children wash their hands before eating. However, younger children are not given the same opportunities. Babies' hands are not always washed before they eat. Staff who handle children's food have not received training in food hygiene. This increases the risk of cross-contamination and illness.
- Children learn about the language of feelings. For example, they talk about how fireworks are loud and make them feel sad or scared. This helps children to develop an understanding of their own and others' emotions.
- Staff support children well when they are ready to move on to the next stage in their education. Children visit their new rooms with their key person to help prepare them for when it is time to move on. Managers and staff meet with children's new teachers before they start school. This provides a smooth move for children and helps them to settle more quickly.
- Parents and carers receive a wide range of information when their children first attend the nursery. For example, managers provide parents with information about healthy eating and looking after their children's teeth. Parents can find out about their children's development and progress via an online app. They enjoy 'parents at play' sessions, which allow them to visit the nursery and find out about how staff support children's development. However, parents do not always know what their children's specific next steps in learning are. This does not fully support parents to continue their children's learning at home.

Safeguarding

The arrangements for safeguarding are not effective.

Leaders and managers have failed to follow the correct procedures when managing an allegation against an adult working in the setting. This does not promote the safety and welfare of children. However, managers and staff have a good knowledge of safeguarding risks to children. They recognise a broad range of indicators of abuse and neglect, including female genital mutilation and county lines. Staff access online safeguarding training. Managers plan annual training days with a focus on specific areas of safeguarding. This helps to keep staff's knowledge up to date and supports them in being able to identify when a child may be at risk of harm.

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
strengthen staff supervision procedures to ensure that all members of the leadership team have the necessary skills and knowledge to take charge of the nursery in the absence of the manager	21/12/2022
ensure that all staff, including leaders and managers, are aware of the role of the local authority designated officer in managing allegations	21/12/2022
provide all staff members who handle children's food with training in food hygiene.	21/12/2022

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

- ensure that methods for self-evaluation are robust so that leaders and managers are fully aware of their statutory duties and are able to meet the requirements of the 'Statutory framework for the early years foundation stage'
- enhance hygiene procedures across the nursery to prevent cross-contamination and illness
- strengthen communication with parents so they are fully aware of their children's specific next steps in learning and know how they can further support their learning at home.

Setting details

Unique reference number	302013
Local authority	Bradford
Inspection number	10260514
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 4
Total number of places	108
Number of children on roll	135
Name of registered person	Airedale NHS Foundation Trust
Registered person unique reference number	RP521821
Telephone number	01535 294092
Date of previous inspection	1 September 2017

Information about this early years setting

Nightingales Day Nursery registered in 2001. The nursery is in the grounds of Airedale General Hospital in Steeton, near Keighley. The nursery employs 36 members of childcare staff. Of these, 32 hold appropriate early years qualifications at level 3 and above, including five at level 6. The nursery opens from Monday to Friday, from 7am until 6.15pm, all year round. 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 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 inspector viewed the provision and discussed the safety and suitability of the premises.
- The manager, the deputy manager and the 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 and took account of their views.
- The inspector spoke with the manager and deputy manager about the leadership and management of the setting.
- 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 group activity with the manager.
- Parents, carers and grandparents shared their views on the setting with the inspector.
- The manager 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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