

# Inspection of Yew Tree Nursery at Yew Tree Children's Centre

Berryford Road, Liverpool L14 4ED

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Inspection date: 9 December 2022

<b>Overall effectiveness</b>	<b>Inadequate</b>
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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**

Children's safety is at risk. They are poorly supervised and able to leave their room and go to parts of the nursery where staff cannot hear or see them. The nursery is not well organised and staff are not effectively deployed to meet the needs of the children. Children who are allergic to dairy products are offered cow's milk by temporary staff. This puts children at significant risk of harm and ill health. Staff caring for babies have not had appropriate training. For example, a baby arriving at nap time is left in a dark room with an unfamiliar adult. This means that babies do not build secure attachments that support their social skills.

Children do not benefit from a curriculum that prepares them for their next stage in education. They do not engage in purposeful play. Children become bored and as a result, show challenging behaviour. Staff have a weak understanding of behaviour management. Children's behaviour is not responded to appropriately. For example, staff raise their voices as a method to get children to listen to a story. Children do not have a happy start to their education at this nursery.

Children are not adequately safeguarded. The designated safeguarding lead does not have a broad understanding of how to protect children and promote their welfare. The manager and staff are not aware of the possible signs and symptoms if a child is at risk of harm. Furthermore, the staff do not know correct procedures to report concerns to external agencies.

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

- Weaknesses in leadership and management have resulted in a chaotic environment. Poor staff deployment impacts on children negatively. The manager accepts that there have been difficulties in maintaining continuity of care for children due to frequent use of agency staff.
- Children are not taught to have self-control. When they cannot see the book being read, they push each other. Children frequently hurt one another. Furthermore, this is not always noticed or dealt with by staff. Children do not have positive attitudes towards their learning.
- The manager knows what she wants children to learn, but this vision is not yet understood or implemented by staff. Therefore, children are offered learning experiences that do not match their developmental stage. For example, babies are given Santa colouring sheets that require more hand-to-eye control than they can possess. Additionally, children who speak English as an additional language are taught initial sounds in words before they have a range of English vocabulary. As a result, children do not learn the essential knowledge and skills they need.
- Staff talk to children about their time in the nursery. However, the manager and

staff have not received training and support that helps them teach children to communicate effectively. Children demonstrate a low level of oral language skills. For example, children due to start school are not yet able to use sentences of more than a few words.

- At snack time, staff provide some opportunities for children to be independent. However, children are not taught a range of self help skills in order to become independent in managing their personal care. For example, children wipe their noses on their sleeves. Children drop their belongings on the floor when they arrive for the day. Staff do not encourage children to tidy up after playing with toys. Children are not ready for the next stage in their education.
- The manager has failed to put in place effective procedures to manage allergies and dietary requirements. Therefore, staff serving food and drink to children do not understand their individual dietary needs. This puts children at significant health risks.
- Parents are complimentary about staff, particularly the manager. They said they feel well supported. They believe that their children are happy at the nursery. However, parents are not aware of who their child's key person is. This means that they are not included in all aspects of their children's care and learning. As a result, they do not know enough about their child's development and how they can support this further at home.

## Safeguarding

The arrangements for safeguarding are not effective.

Children's safety and well-being are not assured. Staff do not understand how to safeguard children. The designated safeguarding lead has not had up-to-date child protection training. This means they are not aware of a broad range of national and local safeguarding issues. Furthermore, they do not know which external agencies to contact regarding any concerns they may have. Due to weaknesses in staff deployment children are not always supervised. Therefore, they are at risk of accidents and injury. Staff do not understand the allergen procedures. This puts children at risk of consuming something they are allergic to. Children's safety is compromised in this nursery.

## 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:**

	<b>Due date</b>
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ensure staff are always deployed to meet the needs of children and keep them safe	24/01/2023
ensure the designated safeguarding lead has accessed training that provides up-to-date knowledge of child protection issues	24/01/2023
train staff in the safeguarding policy and procedures and ensure they have up-to-date knowledge of child protection issues	24/01/2023
develop an effective key-person system to ensure that all children have a consistent adult that helps to meet their emotional needs	24/01/2023
ensure that all staff receive training to help them understand their roles and responsibilities to meet the needs of children and keep them safe	24/01/2023
tackle underperformance and secure improvements in staff knowledge and practice through effective supervision	24/01/2023
provide appropriate training in the care of babies for all staff working with children under the age of two	24/01/2023
ensure behaviour management strategies help all children understand how their own feelings and behaviour affects others	24/01/2023
put in place effective procedures to ensure all children's individual allergen and dietary requirements are adhered to.	24/01/2023

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

	<b>Due date</b>
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ensure all children benefit from a challenging and ambitious curriculum that helps them to engage well in their play and learning.	24/01/2023
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## Setting details

<b>Unique reference number</b>	EY393224
<b>Local authority</b>	Liverpool
<b>Inspection number</b>	10266599
<b>Type of provision</b>	Childcare on non-domestic premises
<b>Registers</b>	Early Years Register
<b>Day care type</b>	Full day care
<b>Age range of children at time of inspection</b>	1 to 4
<b>Total number of places</b>	54
<b>Number of children on roll</b>	61
<b>Name of registered person</b>	Sure Options Ltd
<b>Registered person unique reference number</b>	RP528155
<b>Telephone number</b>	01512 204 455
<b>Date of previous inspection</b>	21 May 2018

## Information about this early years setting

Yew Tree Nursery at Yew Tree Children's Centre registered in 2009. The nursery employs eight members of childcare staff. Of these, two hold an early years qualification at level 2, five hold level 3 one holds level 4 . The nursery opens from Monday to Friday all year round, except for one week at Christmas. Sessions are from 8am until 6pm. The nursery provides funded early education for two-, three- and four-year-old children.

## Information about this inspection

**Inspector**  
Lois Hulley

## Inspection activities

- We carried out this inspection as a result of a risk assessment, following information we received about the provider.
- This was the first routine inspection the nursery 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 setting.
- The inspector viewed the provision and discussed the safety and suitability of the premises.
- 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.
- The inspector talked to staff at appropriate times during the inspection and took account of their views.
- The inspector spoke to children, to find out about their time at the setting.
- The inspector observed the interactions between staff and children.
- The manager and the inspector carried out a joint observation during an adult-led activity.
- The inspector looked at relevant documentation and reviewed evidence of the suitability of staff working in the nursery.
- Parents shared their views of the setting with the inspector.

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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