

Inspection of Treetops Nursery

52 North Street, Horncastle, Lincolnshire LN9 5DX

Inspection date: 16 January 2023

Overall effectiveness

Inadequate

The quality of education

Inadequate

Behaviour and attitudes

Inadequate

Personal development

Inadequate

Leadership and management

Inadequate

Overall effectiveness at previous inspection

Inadequate

What is it like to attend this early years setting?

The provision is inadequate

Children are still receiving poor-quality care and education, and some aspects of the provision have worsened since the last inspection. Children are not always supervised adequately. They do not consistently receive the attention they need from staff to ensure their safety and welfare. Children's good health and hygiene are not promoted well enough. Some children are upset and unsettled at certain times throughout the day; at other times, they are left for too long before being successfully comforted by staff.

The education that most children receive is not good enough. Staff do not know what individual children need to learn next. Therefore, some interactions between staff and children have little impact on children's learning and development. Sometimes, the activities that staff provide for children are too easy, and children do not learn anything new as a result. At other times, the resources on offer have not been well thought out, and they do not capture children's interests or enable effective learning. The management team has not made sure that all actions from the last inspection have been met or that improved practice is embedded, especially those that focus on the quality of learning and development opportunities on offer to children.

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

- The management team does not ensure that staffing arrangements are organised in a way that meets the needs of all children. Poor staff deployment puts children at risk. For example, during the inspection, a child sustained an injury, and staff did not know the cause because their attention was elsewhere. Staff struggle to manage transitions between areas of the nursery or activities. This is particularly evident where they care for children with a range of differing needs, because they do not have enough help from other staff. This leaves some children distressed.
- Systems to maintain good health and hygiene practices remain ineffective. Staff fail to check the toilet facilities that adults and children use. Children are not always provided with toilet paper, which means they cannot manage their personal hygiene needs. Adults are not always provided with hand soap. This jeopardises the health of themselves and others, as measures to control infection are compromised.
- Some staff do not consistently fulfil their role as a key person. They do not always respond to children's emotional needs quickly enough. Staff fail to share information about their key children's development with colleagues effectively. This means that some children are cared for by staff who do not understand their individual learning needs.
- Staff supervision arrangements are still not effective at raising the quality of

education. The management team recognises ongoing weaknesses but does not address these well enough. Furthermore, the management team has not identified new weaknesses that are developing. The training and professional development opportunities that staff have received since the last inspection have had little or no positive impact on practice. Therefore, the majority of children are not receiving the support and teaching that they need to make the progress they are capable of.

- The planning and delivery of the curriculum are still weak. Activities on offer are not challenging enough for the developmental abilities of some children. Staff are not prompt in adapting activities for these children, to extend their learning. This results in children disengaging with staff to extend activities for themselves.
- Some children struggle to become involved in meaningful learning because the resources on offer do not interest them or have not been prepared with enough thought. For example, children are provided with ice cold rainwater to play with outside, which results in them becoming cold and distressed. Not all staff demonstrate good teaching. They are not always successful in engaging children in play. This leaves some children roaming, with no purpose to their activity.
- Children with special educational needs and/or disabilities (SEND) are supported well. The activities on offer are appropriate for children with SEND, and, generally, staff know what they need to do to help children with SEND progress. Timely referrals are made to relevant services so that children with SEND, and their families, receive the help and support they need.
- The management team uses additional funding to benefit the children who are entitled to this. It finances resources and activities. This offers children new experiences that they may not get elsewhere, such as music classes.

Safeguarding

The arrangements for safeguarding are not effective.

Children are not always supervised well enough because too few adults are available. Health and hygiene practices are not maintained, which means germs can potentially spread quickly. Nevertheless, the management team and staff know their child protection roles and responsibilities. Staff are now familiar with the 'Prevent' duty guidance and how to recognise a person being drawn into terrorism or radicalisation. Staff have completed relevant training in administering first aid. This means they know how to respond if a child sustains a minor injury. The management team ensures staff's suitability to fulfil their roles.

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
make sure that staff are deployed in a way that meets the needs of all children and ensures their safety and welfare	07/02/2023
promote the good health of adults and children, with a focus on infection control	07/02/2023
ensure an effective key-person system is in place so that children's individual care and learning needs are met and information about children is shared effectively with all staff who care for them	07/02/2023
ensure performance management of staff is effective in raising the quality of education and addressing any ongoing weaknesses	07/02/2023
ensure that training and professional development opportunities for staff are effective so that the quality of learning and development experiences children receive support their good progress.	07/02/2023

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

	Due date
ensure a challenging curriculum is designed and delivered so all children can make the progress they are capable of	07/02/2023
ensure staff across the setting consistently implement the curriculum to a high standard so that children are continually engaged and involved in meaningful learning.	07/02/2023

Setting details

Unique reference number	EY458112
Local authority	Lincolnshire
Inspection number	10261762
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	1 to 11
Total number of places	42
Number of children on roll	82
Name of registered person	Treetops Nursery Ltd
Registered person unique reference number	RP532295
Telephone number	01507 526 755
Date of previous inspection	12 October 2022

Information about this early years setting

Treetops Nursery registered in 2013 and is located in Horncastle, Lincolnshire. The nursery opens all year round, from Monday to Friday, except for one week at Christmas and bank holidays. It is open from 7.30am until 5.30pm. The nursery employs nine members of childcare staff. Of these, six hold a qualification at level 3 or above. The nursery provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspector

Charlotte Whalley

Inspection activities

- The inspector discussed any continued impact of the COVID-19 pandemic with the provider and has taken that into account in their evaluation of the provider.
- The owner and inspector completed a learning walk together of all areas of the setting and discussed the early years curriculum.
- Children confidently interacted with 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 joint observations of group activities with the owner.
- The inspector spoke to three parents during the inspection and took account of their views.
- The inspector spoke to staff at appropriate times throughout the inspection.
- 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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