

Inspection of Fun Kids Nurseries

41 Marlborough Hill, Harrow, Middlesex HA1 1TX

Inspection date: 16 August 2022

Overall effectiveness	Inadequate
The quality of education	Inadequate
Behaviour and attitudes	Inadequate
Personal development	Inadequate
Leadership and management	Inadequate
Overall effectiveness at previous inspection	Not applicable

What is it like to attend this early years setting?

The provision is inadequate

Children's safety and welfare are compromised due to the inconsistent and insufficient recruitment procedures for staff in the nursery. For example, children are left with unvetted staff members. The manager has an insufficient understanding of the early years foundation stage requirements. This means they are unable to identify, understand and drive improvement. There is a risk of harm to children, as the manager has failed to understand their role and responsibilities.

The manager and staff team have an unrealistic view of what children should be learning for their ages and stages, and there is a lack of knowledge of child development. As a result, there is a narrowing of the curriculum as the focus is on literacy and numeracy, rather than all seven areas of learning. The routines for learning are ineffective. Children move from group activity to group activity with limited time to play and explore. Children as young as one year are expected to sit in group activities for as long as 40 minutes. Some children have become compliant; they appear bored and stare into space. Others that lose interest in the group activities start to move away to play with the other toys in the room, but are directed back to the activity which does not engage them.

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

- Children's emotional well-being is not supported by staff. When children become upset and seek a hug from staff for comfort, staff stop them and ask them to use their words, instead of recognising that children need emotional support and help to regulate big emotions.
- The key-person system is ineffective. Children's personal routines and needs are not considered. Children's nappies are changed in a conveyer belt fashion, at set times. Staff do have knowledge of the children's interests, but these are not considered when planning activities. Activities have narrow outcomes and are not reflective of the individual children's development needs.
- The staff are kind and praise children when that have completed a task. The hygiene practices are good and all areas of the nursery are clean and well maintained.
- The environment is well organised and well resourced. However, the space is not used effectively and children can spend a long time in small rooms.
- There is no named deputy at the setting to take charge and be accountable in the manager's absence. The manager was unaware that this is a requirement of registration.
- Staff do not have a secure knowledge and understanding of behaviour management strategies. Children are not supported appropriately to share resources with each other, and they are unsure how to behave with each other when they are able to play freely. During these times, staff are directional with

their supervision and tend to stand over children or sit on the sidelines, rather than interact positively with them.

- The manager does not monitor the quality of education being provided effectively or accurately. As a result, staff are not provided with the guidance they need to improve the educational programme that children experience at the setting.
- Ofsted has not been advised of all the information it requires to ensure the suitability of all of those that make up the registration of Funkids Nurseries Limited.

Safeguarding

The arrangements for safeguarding are not effective.

Children's safety is at risk of harm, as staff, including the designated safeguarding lead for the setting, do not have sufficient knowledge and understanding of safeguarding. This means that they are unable to identify risks to children and do not understand the procedures for reporting concerns or managing allegations against staff. Poor recruitment means that staff are not fully vetted. Poor induction and supervision processes mean that staff are unaware of the setting's safeguarding arrangements and their own roles and responsibilities. The designated safeguarding lead for the setting was unaware of the need for training in child protection and contextual safeguarding matters. Furthermore, children's safety is compromised at mealtimes as children under two years old are served large whole grapes at snack time and the staff are unaware of the dangers of this choking hazard.

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 the nominated individual appointed and the manager of the setting gain knowledge and understanding of the Statutory framework for the early years foundation stage	02/09/2022

ensure all staff, including the designated safeguarding lead, gain knowledge and understanding of child protection issues and wider contextual safeguarding matters, including the reporting procedures in line with the local safeguarding partnership procedures	02/09/2022
ensure all staff receive sufficient recruitment checks and appropriate risk assessment is in place for those who have not yet completed this	02/09/2022
ensure staff receive effective induction and supervision to help improve their practice	02/09/2022
ensure staff are deployed effectively to meet the needs of children in their care	02/09/2022
improve the key-person system to ensure children's individual needs are met	02/09/2022
ensure staff understand how to manage children's behaviour in a way that supports their well-being and emotional regulation.	02/09/2022
ensure there is a named deputy to take charge in the manager's absence	02/09/2022
ensure staff manage children's behaviour in a way that supports their well-being	02/09/2022
ensure information to assess the suitability of all those that make up the organisation is given to Ofsted.	02/09/2022

To meet the requirements of the early years foundation stage and Childcare Register the provider must:

	Due date
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ensure the curriculum is balanced across the seven areas of development and children's age and stage of development are considered	02/09/2022
consider the routines of the day and evaluate teaching practices to ensure children have access to a broad range of experiences.	02/09/2022

Setting details

Unique reference number	EY562363
Local authority	Harrow
Inspection number	10191132
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 4
Total number of places	23
Number of children on roll	33
Name of registered person	Funkids Nurseries Ltd
Registered person unique reference number	RP562362
Telephone number	07733306144
Date of previous inspection	Not applicable

Information about this early years setting

Fun Kids Nurseries registered in 2018. The nursery is based in the London Borough of Harrow. It is open from 7.30am to 6.30pm Monday to Friday all year round. The nursery employs 12 staff, 10 of whom hold appropriate childcare qualifications ranging from Level two to Level seven. The nursery offers funded places for children aged two, three and four.

Information about this inspection

Inspector

Natalie Bishop

Inspection activities

- The inspector viewed the provision and discussed the safety and suitability of the premises.
- The manager and the inspector completed a learning walk together of all areas of the nursery and discussed the early years curriculum.
- 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 manager.
- The inspector spoke to several parents during the inspection and took account of their views.
- The manager showed the inspector documentation as requested during the inspection.

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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