

# Inspection of Little Joeys Nursery

Unit 7/8, Merlin Way, Bowerhill, Melksham, Wiltshire SN12 6TJ

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Inspection date: 17 January 2023

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## **Overall effectiveness**

**Inadequate**

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

The provider is in breach of requirements relating to risk assessment and safeguarding policies and procedures. Staff do not have a secure knowledge of how to identify and minimise risk. Leaders do not check that staff follow the procedures that are in place and, as a result, children are exposed to hazards. The manager does not have a secure understanding of safeguarding procedures or managing allegations about staff conduct. This means children are placed at risk.

Children do not benefit from a curriculum that is tailored to their individual needs. Younger children do not make good progress in their speaking skills. Staff recognise that young children's speech is developing, and they understand that this can, at times, limit children's ability to communicate their wants, needs and wishes. However, they do not do enough to address this or provide effective learning experiences to target their teaching to help children to catch up. Consequently, the gaps in children's communication and language skills continue to widen.

Children do not receive the support they need to behave well and develop positive attitudes to learning. Too frequently, staff fail to notice when children are unkind towards one another. Staff do not adapt their practice or the curriculum to keep children engaged, and children's behaviour begins to deteriorate when they become bored. They snatch toys from their friends and do not follow instructions.

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

- Risk assessments are ineffective. Staff fail to identify hazards across the setting, and management have failed to monitor the risk assessment procedures. The inspector had to intervene and highlight these hazards to staff. For example, a baby managed to place the cord of a drawstring bag around their neck unnoticed by staff.
- While the manager has identified some appropriate areas for development, plans to improve staff practice are not sufficiently developed. The manager has not yet had sufficient time to work alongside staff and, as a result, the quality of education is poor, particularly in regard to children's communication and language development.
- The manager does not have a good enough understanding of the procedures to follow to keep children safe. For example, she does not know what to do should there be an allegation about a member of staff or concerns about their practice.
- Staff do not set clear expectations of behaviour for children. This results in children not always understanding right from wrong.
- The key-person system is weak, particularly for babies and toddlers. Staff are not deployed to ensure children receive care from a consistent adult. Staff

frequently move room and do not know children well enough to meet their needs. Staff do not know what children can already do and what they want children to learn, and they do not plan purposeful activities that focus on children's individual needs.

- Staff identify children who need extra help in their learning but fail to take prompt enough action to work with other professionals and implement strategies to help them catch up. As a result, some children, including those with special educational needs and/or disabilities (SEND), spend their time in nursery running around the room because they do not have the support they need to engage in relevant learning experiences. As a result, they risk falling further behind in their learning and not being prepared well enough for school.

## Safeguarding

The arrangements for safeguarding are not effective.

The manager is not confident in how to implement safeguarding procedures. She does not have a secure enough knowledge of the action to take in the event of an allegation about a member of staff or when to report such incidents. This has an impact on children's safety. Staff recognise signs and symptoms of when a child may be at risk of abuse and understand how to raise concerns about colleagues. However, when they do raise concerns, the manager does not take appropriate action. Staff fail to carry out effective risk assessment procedures in the setting to ensure that children are safe. Staff understand how to respond and report accidents, which are monitored and communicated to parents.

## 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
improve risk assessments to ensure all risks and hazards are removed or minimised	20/01/2023
ensure all staff have appropriate training, skills and knowledge, to help them have a clear understanding of their roles and responsibilities, with particular regard to safety and children's learning and development	31/03/2023
improve the key-person system so that every child's individual needs are met	31/03/2023

ensure staff follow effective behaviour management strategies to provide children with clear messages about their behaviour	31/03/2023
improve systems for working with other professionals to ensure children with SEND receive timely intervention in order to close gaps in their learning promptly	31/03/2023
ensure all staff implement a curriculum that will provide appropriate challenge and interactions to build on what children already know and can do	31/03/2023
improve staff's teaching of children's language and communication.	31/03/2023

## Setting details

<b>Unique reference number</b>	145794
<b>Local authority</b>	Wiltshire
<b>Inspection number</b>	10267106
<b>Type of provision</b>	Childcare on non-domestic premises
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Day care type</b>	Full day care
<b>Age range of children at time of inspection</b>	0 to 4
<b>Total number of places</b>	64
<b>Number of children on roll</b>	69
<b>Name of registered person</b>	Boomerang Holdings Ltd
<b>Registered person unique reference number</b>	RP909939
<b>Telephone number</b>	01225 458636
<b>Date of previous inspection</b>	4 November 2019

## Information about this early years setting

Little Joeys Nursery registered in 2012. It is situated on the industrial estate at Bowerhill, near Melksham. The nursery opens Monday to Friday, from 8am to 6pm, all year round, with the exception of bank holidays and one week over the Christmas and New Year period. There are 11 staff at the nursery, including the manager, nine of whom hold a relevant childcare qualification at level 3.

## Information about this inspection

### Inspector

Marie Swindells

## 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 provider and has taken that into account in their evaluation of the provider.
- We carried out the inspection as a result of a risk assessment, following information we received about the provider.
- The manager took the inspector on a learning walk to discuss how they plan for children's learning.
- The inspector carried out a joint observation of an activity with the manager, and together they evaluated this.
- The inspector observed practice in the rooms and spoke to staff at convenient times during the day.
- A leadership and management meeting was held with the manager.
- The inspector spoke with parents and took account of their views.
- The inspector reviewed relevant documentation, including the suitability checks of all adults working in the setting.

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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