

Inspection of Norto5 KIDZ Academy - Cuckfield

The Pavilion, South Street, Haywards Heath RH17 5AB

Inspection date: 13 February 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

Good

What is it like to attend this early years setting?

The provision is inadequate

Children's safety is compromised. The premises are not secure enough to prevent unauthorised persons entering. For example, staff leave the kitchen door unlocked. This door leads directly outside into the private grounds, which can be easily accessed by the public, meaning anyone can access the nursery directly through the kitchen. Fire safety procedures are ineffective. For instance, a fire exit door in the nursery was locked and obstructed.

Staff caring for younger children respond appropriately to meet their care needs. However, there are limited meaningful interactions to support children's learning and development. At times, these children wander around the nursery unengaged. They are unstimulated and show little interest in the limited range of activities provided for their age group. This means that not all children who attend the nursery are making the progress they are capable of.

Despite the identified weaknesses, most children are happy, settled and enjoy their time at the nursery. Children are given opportunities to make choices for themselves. For example, they choose what they are going to have for snack by discussing together and choosing from the pictures of fruit and vegetables. Children enjoy their nutritious snack, which is freshly prepared. This supports them to make healthy choices.

Children delight at caring for the guinea pigs in the nursery. For instance, they enjoy adding bedding to the cage and giving the guinea pigs their food. When doing this, the manager talks to the children about how they care for the guinea pigs. This gives children a sense of responsibility.

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

- Failures in leadership do not adequately ensure children's safety and well-being. There are significant breaches of the requirements of the 'Statutory framework for the early years foundation stage'. For example, policies, procedures and risk assessments are ineffective at keeping children safe. Staff do not have an appropriate understanding of the risk assessment process.
- Fire safety measures are not sufficiently robust to ensure children's safety in case of an emergency. For example, a fire door in the nursery was obstructed and locked. Managers do not have a clear plan in place to ensure that children and staff can safely exit the nursery in the event of a fire.
- Managers demonstrate clear intentions for the nursery's curriculum. This reflects children's interests and builds on what they already know and can do. However, managers do not ensure that staff share the same knowledge, or the skills required to implement the curriculum effectively. This means children are not

supported to make the best possible progress.

- Teaching is inconsistent. Younger children do not benefit from the same level of teaching that is given to older children. Staff do not provide learning opportunities that are challenging and ambitious, and they are not proactive in supporting young children's explorations. This means some children do not gain the necessary skills to support their future learning.
- Staff supervision is not effective. The managers do not provide a good level of support, coaching and training for staff. For instance, they fail to identify or address weaknesses in teaching. Although staff comment that they feel supported, the arrangements for support, such as staff supervisions, are ineffective. This does not ensure staff have the knowledge and skills to fulfil their roles and responsibilities.
- The managers do not ensure that staff are deployed effectively to provide good levels of care and attention and to meet children's needs. For example, children are not appropriately supervised while eating. Staff do not notice when young children use cutlery that has been on the floor or when they lick the table. This impacts on children's health and well-being.
- The provider has failed to ensure that staff working with babies under two years of age have had training and experience that specifically address the care of babies. This potentially compromises children's health and well-being.
- Children over two years of age are becoming increasingly independent in managing their personal needs. For instance, they wash their hands independently at mealtimes. However, children are not fully supported to learn about the importance of hygiene, as they eat their cooked dinner with their hands. Staff rarely address this. This impacts children's personal development.
- Staff do not consistently encourage children to be independent. For instance, some staff let children self-serve their snack with a spoon, while others tell children not to touch the spoon and serve it for them. Children are confused of what is expected of them. This does not support them to be independent.
- Staff do not support children to learn right from wrong. Consequently, children repeatedly display poor behaviour. For example, some children run around the setting throwing toys and resources. This is ignored by most staff. This hinders other children's enjoyment and learning.
- Staff do not ensure that the areas used for children to sleep are suitable. At the time of the inspection, children were placed to sleep in a room that did not have sufficient heating, and older children complained about being cold. This does not support their personal care needs.
- Parents speak positively about the nursery. They state how their children's learning and development is shared with them daily and at parents' evening. Parents comment that their children are settled and happy, and staff are caring and supportive.

Safeguarding

The arrangements for safeguarding are not effective.

Policies, procedures and risk assessments implemented by managers and staff are

ineffective. Therefore, children's safety is not assured. Managers and staff do not ensure that the premises are secure to prevent unauthorised persons entering. On the day of the inspection, the staff left an entrance door unlocked. This compromises children's safety. However, managers and staff do have a secure knowledge of the possible signs and symptoms of abuse. They know where to report any concerns they may have about a child's welfare or an allegation about an adult. Effective recruitment procedures are in place to check that people working with the children are suitable. The premises are clean and hygienic.

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
introduce reasonable steps to ensure the safety of children, staff and others on the premises in case of an emergency, such as ensuring fire doors are free from obstruction and easily opened	15/03/2023
take all reasonable steps to prevent the possibility of unauthorised persons being able to enter the premises	15/03/2023
ensure children are cared for in an appropriate environment that supports their health, safety and well-being, particularly in relation to the temperature of the play and sleep rooms	15/03/2023
ensure that the risk assessment process is effective in identifying and removing all potential hazards to children and staff, particularly in relation to the security of the premises	15/03/2023
ensure the supervision of staff is effective in providing staff with support, coaching and training to improve their knowledge and skills, and raise the quality of teaching to a good level	15/03/2023

ensure that at least half of all staff working with children under two years of age receive training that specifically addresses the care of babies	15/03/2023
ensure staff deployment is effective so that children are adequately supervised, especially at mealtimes.	15/03/2023
support staff to manage children's behaviour in an appropriate way.	15/03/2023

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

	Due date
ensure staff consistently provide activities that are interesting, ambitious and stimulating so that children engage in purposeful play and are able to become motivated learners.	15/03/2023

Setting details

Unique reference number	EY490861
Local authority	West Sussex
Inspection number	10277243
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register
Day care type	Full day care
Age range of children at time of inspection	1 to 4
Total number of places	25
Number of children on roll	68
Name of registered person	Norto5 Limited
Registered person unique reference number	RP527187
Telephone number	0845 004 5226
Date of previous inspection	31 August 2017

Information about this early years setting

Norto5 KIDZ Academy - Cuckfield registered in 2015. It operates from the cricket sports pavilion in Cuckfield, West Sussex. The provider employs four members of staff. The manager holds an appropriate early years qualification at level 3. The setting is open Monday to Friday, from 8am to 6pm, all year round, excluding bank holidays.

Information about this inspection

Inspector

Nicole Atkinson

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.
- This inspection was carried out as a result of a risk assessment, following information received about the provider.
- 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.
- Children spoke to the inspector during the inspection.
- The inspector talked to staff at appropriate times during the inspection and took account of their views.
- 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 a joint observation of a group activity with the manager.
- The inspector spoke to several parents during the inspection and took account of their views.
- 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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