

Inspection of Kiddiecare Nursery

Tithebarn Centre, Tithebarn Way, Northolt, Middlesex UB5 6NN

Inspection date: 4 November 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	Good

What is it like to attend this early years setting?

The provision is inadequate

There are several breaches of welfare requirements. Suitability checks for new staff members are not carried out in a timely manner. Leaders and managers do not support staff with the skills and knowledge they need to promote the welfare of children at all times.

Frequent staff changes have resulted in significant weaknesses in teaching and learning. Children do not have adequate opportunities to make progress because staff do not assess their learning and development. Activities and resources are poorly organised because staff are not alert to children's needs. This means that children lack appropriate stimulation and become restless. Although leaders and managers have a vision to support the improvement of the nursery, it is not yet evident in practice.

Staff work hard and want to help the children in a challenging environment. However, leaders and managers do not support staff to have the skills they need. Staff sing to children at circle times, read books to them and welcome parents warmly. Children enjoy moving their bodies to simple rhythms that staff make with resources. On occasion, adult interactions help children to extend their thinking. Some older children are encouraged to pour their own drinks, which helps them to develop self-help skills.

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

- Leaders and managers do not follow safeguarding procedures when recruiting new staff. This means that children are not safeguarded appropriately.
- Staff working with children do not have the necessary support to keep children safe from harm. A lack of monitoring from leadership and management means weaknesses in staff knowledge and understanding are not identified and supported.
- Children do not benefit from a challenging and ambitious curriculum. Staff prepare and lay out activities, and there are occasional instances of teaching in the nursery. However, a lack of appropriate assessment of children's development means activities do not support their needs.
- Leaders and managers do not have clear strategies to manage children's behaviour and support their learning. This leads to children quickly becoming bored, running around and climbing furniture.
- Key-person systems are not established in a timely way to meet children's needs. Information shared by parents is not used to plan for next steps in children's learning. As a result, children do not receive appropriate support for their needs.
- Support for children with special educational needs and/or disabilities is

inconsistent. Leaders and managers ask staff to support children with high levels of need. However, they lack the skills to do this effectively.

- The nursery does not support children with emerging needs effectively. Staff do not use the information available to them to support their development and offer appropriate activities. This means children miss out on essential learning.
- The introduction of a new app has helped the nursery keep in touch with parents. Some parents are happy with the nursery. However, some say that they are worried about their child's development, and the nursery is not helping them.
- Leaders and managers do not ensure staff have the necessary skills and knowledge to support children's speech and language development. This significantly impacts on the support children receive to help them communicate.
- A high turnover of staff at the nursery means that children do not have opportunities to form secure attachments. As a result, children are often left upset for prolonged periods of time and struggle to manage their feelings and behaviour.
- The manager is aware of some of the areas in need of development. However, she has not been in post long enough to support them. This includes improving staff's knowledge of safeguarding procedures, keeping her own training up to date and ensuring there is a consistent approach to managing behaviour.

Safeguarding

The arrangements for safeguarding are not effective.

Leaders do not ensure safer recruitment procedures are followed when new staff start working at the nursery. Staff do not all have a secure knowledge of the signs that could indicate a child is at risk of harm and some staff do not understand the nursery's safeguarding procedures. Leaders and managers are aware of some of the gaps in staff knowledge and provide training and opportunities for them to develop their skills. However, they do not monitor the impact of this.

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
ensure leaders and managers keep their safeguarding training up to date	30/11/2022

ensure the Disclosure and Barring Service (DBS) guidance on portability is adhered to when a new member of staff starts working at the setting. This includes applying for a new enhanced criminal records check	30/11/2022
ensure that leaders and managers who have responsibility to recruit new staff are appropriately trained	30/11/2022
implement a consistent behaviour management policy to support children to understand the rules of the setting and what is expected of them	30/11/2022
embed the key-person approach to support children's emotional well-being	30/11/2022
ensure all staff have a secure knowledge of all areas of safeguarding that could impact on children's welfare	30/11/2022
ensure children who have additional and emerging needs are supported to have access to the support they need to help them thrive	30/11/2022
engage effectively with parents to meet children's individual needs.	30/11/2022

To further improve the quality of the early years provision, the provider should:

- implement a broad and challenging curriculum to ensure that all children receive the appropriate level of challenge to help them make consistent progress in all areas of their learning and development
- improve communication with parents to ensure they are well informed about their children's key person and development.

Setting details

Unique reference number	EY372674
Local authority	Ealing
Inspection number	10243175
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 4
Total number of places	58
Number of children on roll	54
Name of registered person	Kiddiecare Nurseries Ltd
Registered person unique reference number	RP905537
Telephone number	020 8845 9991
Date of previous inspection	10 November 2016

Information about this early years setting

Kiddiecare Nursery registered in 2008 and is situated in Northolt in the London Borough of Ealing. It operates from 8am to 6pm, from Monday to Friday, throughout the year. The provider is in receipt of funding to provide free early years education to children aged two, three and four years. The provider employs 12 members of staff; of whom, nine hold relevant childcare qualifications between level 2 and level 6.

Information about this inspection

Inspector

Rehema Essop

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.
- The manager took the inspector on a learning walk of the provision and explained their approach to learning.
- A leadership discussion was held with the manager.
- The inspector gained some views from parents about the nursery provision.
- The inspector observed interactions between staff and children.
- The inspector observed the quality of the education being provided and assessed the impact that this was having on children's learning.

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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