

# Inspection of Wollaton Village Day Nursery

52 Church Street, Eastwood, Nottingham, Nottinghamshire NG16 3HS

---

Inspection date: 1 March 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 health, safety and well-being are at significant and immediate risk. There are fundamental weaknesses in the running of the setting. A catalogue of management failures has meant that children are receiving an unacceptable level of care and education. Because of this, the provider's registration was suspended during the inspection. The majority of staff, including the manager, work unsupervised with children without having their suitability confirmed. A lack of induction and ongoing supervision means that staff have significant gaps in their skills and knowledge and are unable to fulfil their roles. The manager and staff do not know enough about children to keep them safe. They fail to meet children's care and learning needs, or support children's behaviour in an appropriate way. None of the staff can confidently access an online database containing vital information about children, such as medical and dietary information. This puts children at risk.

Children are cared for in a dangerous and unhygienic environment. Fire safety requirements are not met. Children are exposed to hazards, both inside and outside. Because of the unsafe outdoor area, babies and toddlers are denied daily outdoor activity. They are deprived of fresh air and exercise to promote their good health and physical development. Sleeping arrangements are not safe. Toilet and nappy changing facilities are not clean and are unsanitary. Children are cared for by unfamiliar new staff. This has a negative impact on their well-being. For example, babies cry continually and show they are anxious and stressed. They do not have secure attachments with the staff who are caring for them.

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

- Catastrophic failings in the leadership and management of this setting have resulted in a multitude of breaches in statutory requirements. No improvement has been made since Ofsted's recent regulatory involvement. A robust recruitment procedure has not been followed. The provider has not confirmed the suitability of the newly appointed manager and staff, of which there are many. Staff work unsupervised with children without being subject to essential vetting processes, such as disclosure and barring service checks.
- The provider has failed to give the new manager and staff a thorough induction. This means that they do not know how to fulfil their role or have a clear understanding of how to keep children safe. They cannot access vital information about children's care needs because they do not know how to operate the online database where this is stored. Existing staff have not received appropriate and effective performance management. Therefore, weaknesses in staff's practice and a decline in staff well-being have gone unnoticed.
- Secure child protection measures are not in place. Arrangements for the care of

looked after children are unknown by staff and the manager. Furthermore, the manager and staff lack vital information about children's lives at home to adequately safeguard them.

- Staff do not know enough about children's individual learning needs or child development to provide an appropriate curriculum. The provider has instructed staff to restrain children, who have emerging special educational needs and/or disabilities, into highchairs to prevent them from exploring their environment at times throughout the day. Overall, children are not learning at a rate which they are capable of.
- Staff do not know about children's medical needs or the procedure for administering medication. Staff report they have recently found medication in children's bags that they have been unaware of, and they do not know when or how to administer it. Staff are confused about children's dietary requirements. Those involved in food preparation do not have correct information about children's allergies. This puts children at risk of a medical emergency through reacting to unsuitable food.
- The provider does not ensure the premises is safe and secure. Fire safety requirements are not met. Staff do not know how to safely evacuate children from the building in the event of an emergency. Furthermore, unauthorised people could enter the premises through an open gate into the garden area.
- Staff do not risk assess the environment in which children play. Children are exposed to a multitude of hazards. For example, cleaning products and nappy bags are stored in easy reach of children. Outside, the play environment is neither safe nor inviting for children. Litter and garden waste are not removed. Because of this, staff do not provide babies and younger children with daily opportunities to play outside.
- Staff do not know the latest safety guidance for when children sleep. Babies and young children sleep in unsuitable equipment. For example, older babies sleep slouched in threadbare baby bouncers. Nappy changing facilities are not clean or sanitary. Toddlers and pre-school children use unhygienic toilet facilities. Unidentifiable liquid leaks from toilets and potties are stained with dried urine.
- The provider has not made sure an effective key-person system is operating. Parents do not know their child's key person. They are not kept informed about staff changes and information about their child is not consistently exchanged. Some children's well-being is severely compromised because they have no bonds with those looking after them. As a result, some babies cry for long periods of time. They appear stressed and are observed to physically harm themselves by scratching their necks.
- During the inspection, some records which were requested were neither available nor easily accessible. The manager and deputy manager lack an abundance of essential information that they need to adequately run the setting.

## Safeguarding

The arrangements for safeguarding are not effective.

Children are not safe at this setting and therefore the provider's registration has

been suspended. The manager and staff do not know important information about children to effectively safeguard them. Procedures to safeguard children are flawed. Staff do not know about children's health or care needs. The premises, environment and equipment are neither safe nor suitable for children. Children are exposed to risks that are not addressed by staff, which compromise their health, safety and welfare. The provider does not follow safe recruitment processes. The manager and numerous staff are working without having their suitability to fulfil their roles being confirmed.

## 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 that staff who have unsupervised contact with children have had their suitability checked through the disclosure and barring service	21/03/2023
ensure the required vetting checks have been completed for all staff and records of these are maintained	21/03/2023
ensure all staff receive a thorough induction so that they have a clear understanding of how to keep children safe, including being able to access vital information about children's care needs	21/03/2023
ensure effective supervision of staff with a focus on promoting children's interests, supporting staff well-being, and scaffolding children's overall development and well-being	21/03/2023
ensure all necessary steps are taken to keep children safe and well, with particular regard to looked after children when they are released into the care of others	21/03/2023

ensure that the manager and staff are provided with information about children and are aware of issues or concerns in a child's life at home so that they can adequately safeguard them	21/03/2023
ensure that children's behaviour is managed in an appropriate and safe way	21/03/2023
ensure medication on the premises is securely stored and out of children's reach	21/03/2023
ensure an effective policy and procedure for administering medication is understood and implemented by staff	21/03/2023
ensure all staff, especially those who are involved in food preparation, know and act on information about children's allergies and dietary needs	21/03/2023
ensure staff understand how to implement the fire evacuation procedure and make sure fire exits are clearly identifiable and free from obstruction	15/03/2023
ensure that the premises is secure; so that no unauthorised persons can enter; and children cannot leave unsupervised	15/03/2023
ensure that risk assessment processes are robust and that staff identify and remove hazards that children are exposed to, both inside and outside	15/03/2023
ensure all children have daily access to outdoor play	15/03/2023
ensure staff understand and implement safer sleeping practices for babies and young children	15/03/2023
ensure that toilet and nappy changing facilities are safe, suitable and hygienic	15/03/2023
ensure an effective key-person system to meet the individual needs of children	21/03/2023

ensure parents are fully informed about changes to their child's key person and changes to staffing in the setting	21/03/2023
ensure there is a two-way flow of information between staff and parents so that children's care and learning needs are met in the setting and at home	21/03/2023
ensure the manager and deputy manager are capable, skilled and knowledgeable enough to competently and confidently fulfil their roles	21/03/2023
ensure that records are kept and made available for inspection.	21/03/2023

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

	<b>Due date</b>
ensure staff are equipped to deliver a curriculum that meets the learning needs of children and follows their individual interests.	21/03/2023

## Setting details

<b>Unique reference number</b>	253113
<b>Local authority</b>	Nottinghamshire County Council
<b>Inspection number</b>	10281261
<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 11
<b>Total number of places</b>	120
<b>Number of children on roll</b>	52
<b>Name of registered person</b>	WVDN Limited
<b>Registered person unique reference number</b>	RP556040
<b>Telephone number</b>	01773 711721
<b>Date of previous inspection</b>	10 June 2019

## Information about this early years setting

Wollaton Village Day Nursery registered in 2000 and is located in Eastwood Village, Nottinghamshire. The nursery employs 13 members of childcare staff. Of these, eight hold appropriate early years qualifications at level 3, and three at level 2. The nursery opens from Monday to Friday, all year round, except for bank holidays. Sessions are from 7.30am until 6pm. The nursery provides funded early education for two-, three- and four-year-old children.

## Information about this inspection

### Inspectors

Charlotte Whalley  
Mel Walker

## Inspection activities

- This was the first routine inspection the provider received since the COVID-19 pandemic began. The inspectors discussed the impact of the pandemic with the provider and have taken that into account in their evaluation of the provider.
- We carried out this inspection as a result of a risk assessment, following information we received about the provider.
- The inspectors viewed the provision and discussed the safety and suitability of the premises.
- The manager joined the inspectors on a learning walk and talked to the inspectors about their curriculum and what they want their children to learn.
- The inspectors talked to staff at appropriate times during the inspection and took account of their views.
- The inspectors observed the quality of education being provided, indoors and outdoors, and assessed the impact that this was having on children's learning.
- One inspector carried out a joint observation of a painting activity with the manager.
- The inspectors spoke to several parents during the inspection, read an email from a parent and took account of their views.
- The inspectors 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.

If you are not happy with the inspection or the report, you can [complain to Ofsted](#).



The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk).

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit [www.nationalarchives.gov.uk/doc/open-government-licence/](http://www.nationalarchives.gov.uk/doc/open-government-licence/), write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: [psi@nationalarchives.gsi.gov.uk](mailto:psi@nationalarchives.gsi.gov.uk)

This publication is available at <https://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate  
Store Street  
Manchester  
M1 2WD

T: 0300 123 1231  
Textphone: 0161 618 8524  
E: [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk)  
W: [www.gov.uk/ofsted](http://www.gov.uk/ofsted)

© Crown copyright 2023