

Inspection of Footprints Day Nursery Staines

Thorpe Road, Staines TW18 3HD

Inspection date: 2 March 2023

Overall effectiveness	Inadequate
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The quality of education

Inadequate

Behaviour and attitudes

Inadequate

Personal development

Inadequate

Leadership and management

Inadequate

Overall effectiveness at previous
inspection

Inadequate

What is it like to attend this early years setting?

The provision is inadequate

The provider has failed to make sufficient progress to improve the quality of the provision since the last inspection. Staff have a weak knowledge of the procedures in place to keep children safe. They lack awareness of how young children learn, which prevents them from planning and providing an effective early years curriculum.

Children generally lack interest in the planned activities because staff do not target individual developmental needs. For example, all children join in circle time, to listen to a story about caterpillars. However, the younger children are not engaged. They move away, throw plastic letters on the floor and lie on the chairs in the surrounding area. This distracts the older children from listening.

Children arrive happy at the setting and separate from their parents to go into the nursery, with the staff who greet them. They generally play with the toys of their choice. However, planned activities fail to engage children for very long. For example, younger children explore texture through dough, but they lose interest quickly and move away. Therefore, children do not make the progress they are capable of.

Children enjoy going outside to play. Some children request to play 'What's the time Mr Wolf'. They laugh and giggle as they run away from the wolf. Staff set out the resources in the garden as part of a daily routine rather than planning with a clear intention for what children need to learn.

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

- Leadership and management of the setting are weak. There has been a change to the staff team, half of whom are new to role since the last inspection. The manager works as part of the qualification ratio, which reduces her ability to effectively induct staff and monitor their practice. There is no named deputy manager in place, to share the management responsibilities, which is a legal requirement.
- Planning for the early years curriculum is ineffective. There is no clear intent for children's learning and the implementation of the activities does not challenge or excite children. Most staff lack awareness of children's developmental needs. Therefore, all children, regardless of age or stage of development, take part in the same activities for most of the day, which are too easy for those that are most able and too challenging for babies and toddlers.
- Staff do not support children's language and communication skills effectively. They mainly supervise children and direct them to complete tasks, such as 'line up for lunch'. Staff lack engagement with children and do not ensure they hear a

wide range of vocabulary. For example, during nappy changing, staff do not recognise the importance of speaking to children. They complete the task with care but do not talk to the children. Although picture cards are available to support children's communication, the staff do not use them.

- The organisation of lunchtime is chaotic. Most staff stand around, not clear on what they should do. Older children line up ready to self-serve, while younger children get very upset. They see their food and want it quickly. Staff encourage all children to become independent during mealtimes. However, the arrangements in place do not work for younger children. They get up and down from the table several times and eat food that does not belong to them. Staff fail to monitor children who have food allergies. They are unaware children share food, until it is pointed out to them. This impacts on children's safety and well-being.
- The procedures to keep children safe are not robust. Staff are unaware of the children who have allergies and have not been instructed what the indicators are if a child has an allergic reaction. In addition, staff lack awareness of the medication procedures in place. Induction procedures are ineffective and there is a lack of supervision of children while they eat, because staff are unclear of their role and responsibilities at that time.
- The key-person system is not effective. The manager knows the children well. However, she has not shared this information with new staff. Therefore, they are unaware of children's individual needs. Children seek comfort from the manager, who is familiar to them. However, this prevents her from carrying out tasks to support the new staff.
- Staff provide cuddles and reassurance when children are upset. They support children in being kind and taking turns. Children are generally well behaved and enjoy playing with their friends. However, they lack enthusiasm and motivation during planned activities and move away or become disengaged.
- Parents confirm their child is happy to attend. They receive daily updates from staff, about their children's care and the activities they participate in. Systems in place for staff to share information about children's development have been less frequent in recent months, due to staffing issues. Staff liaise with other professionals to seek help the children require to progress their development.

Safeguarding

The arrangements for safeguarding are not effective.

The weaknesses in the leadership and management mean that staff do not have a full and meaningful induction. They are not prepared well enough for the role they undertake and lack awareness of how to protect children and keep them safe. For example, staff do not understand the requirements around the administration of medication or the risks for children who have food allergies. Staff complete child protection training as part of their induction. However, some staff lack confidence in their understanding of how to identify if a child is at risk of harm. Recruitment procedures enable the provider to check the suitability of the staff who work with children.

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 children are supervised effectively at mealtimes, particularly those who have allergies to minimise the risk of harm	27/03/2023
improve staff's understanding of the administration of medication procedure	27/03/2023
improve the induction procedures to ensure that all staff fully understand their roles and responsibilities effectively	27/03/2023
ensure a named deputy manager is in place, who is suitably qualified and experienced to take over in the absence of the manager	27/03/2023
implement an effective key-person system to ensure that all staff are familiar with children's individual developmental and care needs	27/03/2023
improve staff's knowledge and understanding of how young children learn, and put in place targeted support for staff with less experience.	27/03/2023

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

	Due date
take effective action to plan and implement a sequenced early years curriculum to ensure that every child's learning is tailored to meet their individual needs	10/04/2023

improve staff's interaction with children, to model the use of language, extend vocabulary and support their communication and language skills.	10/04/2023
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Setting details

Unique reference number	EY548769
Local authority	Surrey
Inspection number	10267227
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	60
Number of children on roll	11
Name of registered person	Footprints Day Nursery Staines Ltd
Registered person unique reference number	RP548768
Telephone number	01784 464 316
Date of previous inspection	26 September 2022

Information about this early years setting

Footprints Day Nursery Staines registered in 2017 and is located in Staines, Middlesex. The setting operates from 7.45am to 6pm from Monday to Friday throughout the year. There are four members of staff who work directly with children. Of these, three hold early years qualifications at level 3.

Information about this inspection

Inspector
Maria Conroy

Inspection activities

- The inspector discussed any continued impact of the pandemic with the provider and has taken that into account in their evaluation of the provider.
- The inspector spoke with the nominated individual about the leadership and management of the setting 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.
- Parents shared their views of the setting with the inspector.
- Staff spoke to the inspector and discussed how the curriculum had been implemented and the impact that this had on children's learning.
- Documentation was sampled, to support the 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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