

Inspection of Kinderversity Pembury

St Anselm Hall, Lower Green Road, Pembury, Kent TN2 4DZ

Inspection date: 21 March 2023

Overall effectiveness

Inadequate

The quality of education

Requires improvement

Behaviour and attitudes

Requires improvement

Personal development

Inadequate

Leadership and management

Inadequate

Overall effectiveness at previous inspection

Requires improvement

What is it like to attend this early years setting?

The provision is inadequate

Children's safety is compromised due to the lack of appropriate risk assessments. Moreover, when potential hazards are identified by staff, not enough action is taken to put matters right. In addition to this, there are concerns about the lack of action in relation to hygiene issues in the kitchen.

There has been a high staff turnover, including in a change of manager. This impacts on staff's ability to support children. However, staff have worked hard to ensure that children remain settled and have some activities to engage their interest in learning. The setting currently operates with minimal levels of staff and there are not enough qualified staff to meet requirements. For example, the only member of staff working with the babies is an unqualified apprentice. Due to the staffing issues, staff struggle to manage all of the tasks expected of them, despite rarely having suitable breaks. This impacts on the time available to interact with children to support their learning. Despite this, children do enjoy their time at nursery. They relish the opportunity to play in the muddy garden. Staff support children to ride bikes through puddles and encourage them to explore the marks they have made. Staff plan activities through the day. For example, children enjoy exploring a variety of sensory play as part of the 'five senses' topic. However, staff do not always extend children's learning well enough.

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

- The leadership and management of the setting is not effective. Leaders does not have a good enough understanding of the ongoing concerns to be able to offer the appropriate support to staff. As a result, required action is not taken to ensure requirements are met. In addition, staff do not receive enough support and guidance to help them to provide good quality care and education.
- The area used to prepare food is not suitable. For instance, the kitchen currently has black mould in several places on the walls. Staff do clean the food preparation surfaces and clean the walls at times. However, insufficient action has been taken to address the issue.
- Staff identify some, but not all, potential risks in the environment. However, leaders do not take enough suitable action to address concerns raised. For example, the fence surrounding the garden is unstable. During the inspection, staff took some action to cover the worst sections. Children also play with rainwater in the garden and it is not known how long it has been there. This impacts on children's safety and learning about able to keep themselves safe.
- Difficulties in the staffing arrangements mean that, at times, children need to wait for attention. For example, when children show they are cold in the garden, staff restrictions mean that they have to wait outside before it is their turn to come in. In addition, at times, staff have to pause an activity to see to other

children. This impacts on children's level of comfort and opportunities to learn more, including a full range of skills to help them to be ready to start school.

- The organisation of some activities mean that children are taken away from sharing a group story to have their nappy changed. This means that they do not consistently have full access to the curriculum on offer. However, staff have an awareness of children's development and are aware of how to access support to support emerging special educational needs and/or disabilities. Information about children's day is shared with parents.
- Staff support children to learn suitable social skills. For example, children finish their snack and go and ask their friends if they would like a turn next. Children like helping each other. For example, they help others to put on clean socks after coming in from the garden. Children form suitable friendships and enjoy playing together.

Safeguarding

The arrangements for safeguarding are not effective.

Weaknesses in risk assessments and the condition of the premises impact on the overall effectiveness of safeguarding practice within the setting. However, staff do have a secure knowledge of how to identify possible signs of abuse. They are aware of the role of the designated lead and they know the steps to take to refer their concerns on to the local authority. Staff know what other possible support can be put in place to help families.

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
implement appropriate risk assessments throughout the setting to identify and minimise hazards when they arise	14/04/2023
ensure that the food preparation area is safe and suitable	14/04/2023
review and improve staffing arrangements to ensure that the needs of the children are consistently met	14/04/2023

gain a clear oversight and governance of the setting and provide clear and appropriate support for staff, to ensure that all areas of weaknesses are identified and appropriately addressed.	14/04/2023
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To meet the requirements of the early years foundation stage, the provider must:

	Due date
implement a suitable curriculum to ensure children receive appropriate challenge and support to help them make consistently good progress.	14/04/2023

Setting details

Unique reference number	2588594
Local authority	Kent
Inspection number	10282267
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	0 to 4
Total number of places	20
Number of children on roll	45
Name of registered person	Kinderversity Limited
Registered person unique reference number	RP910114
Telephone number	07752 625580
Date of previous inspection	12 July 2022

Information about this early years setting

Kinderversity Pembury registered in 2020 and is part of a chain of nurseries. It is open each weekday from 7am to 7pm, for 51 weeks of the year. The nursery receives funding to provide free early years education for children aged two, three and four years. The nursery employs six members of staff, including the provider. Of these, three hold appropriate early years qualifications at level 2 or above.

Information about this inspection

Inspector

Sarah Taylor-Smith

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 setting.
- We carried out this inspection as a result of a risk assessment, following information we received about the provider.
- The inspector viewed the provision and discussed the safety and suitability of the premises.
- 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 gained the views of parents.
- The inspector spoke to children and staff at appropriate times during the inspection.

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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