

Inspection of Oscar Bears Childcare Centre

142 Blackburn Road, Accrington, Lancashire BB5 0AD

Inspection date: 28 March 2023

Overall effectiveness	Inadequate
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The quality of education	Inadequate
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Behaviour and attitudes	Inadequate
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Personal development	Inadequate
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Leadership and management	Inadequate
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Overall effectiveness at previous inspection	Good
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What is it like to attend this early years setting?

The provision is inadequate

Children are not kept safe. Leaders lack sufficient oversight of the nursery and they do not ensure that staff who look after children are suitable to do so. For example, they allow some staff without disclosure and barring service checks to work directly with children. On occasion, one of these staff has also worked unsupervised with children and, as a key person, has provided personal care. Additionally, leaders fail to understand how to manage staff:child ratios and provide staff with the training they need. For instance, staff who are required to hold a paediatric first-aid certificate in order to be included in ratios, do not have it. Furthermore, the only member of staff who holds a first-aid certificate is not always on the premises when children are present. This significantly comprises the safety and well-being of children.

Although children enjoy play with a range of toys, staff fail to nurture children's individual needs, feelings and development. For example, toddlers have their nappies changed within full sight of other children, adults and visitors. The lack of privacy afforded impacts on their dignity and emotional development. Furthermore, children eat snacks next to the changing mat as a nappy is being changed. Therefore, they are also at risk from the spread of infection. Children's communication and language skills are not promoted well enough. For instance, staff do not engage children in welcoming conversation when they arrive at nursery for the day. Children do not learn to become strong, resilient, or happy because they do not receive an acceptable standard of care and education.

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

- Poor leadership and frequent staff changes have contributed to a considerable decrease in the quality of the nursery since the previous inspection. Leaders fail to support staff to fulfil their roles and responsibilities. They do not provide staff with supervision sessions. There are limited opportunities for staff to properly discuss any concerns they may have about the children or adults they work with, including any vulnerable children. In addition, they do not help staff to know what they need to do to improve their teaching. This compromises children's welfare and their learning.
- Children's progress across the areas of learning is weak. The deputy manager has a vision for the curriculum. However, this is not yet understood or implemented by staff. For instance, the deputy manager intends for children to learn about books. However, when staff share books, they fail to engage all children in the activity. Children who need additional help are not supported to join in. This means the curriculum does not provide all children with the rich-learning opportunities they need to prepare them for the next stage in their education.

- Staff's communication with children is limited. When staff do interact, they do not implement the intended curriculum. For example, when providing an activity planned to help children develop their hand-eye coordination, some staff focus on trying to teach children colour names instead. This means that children do not learn what they need to know.
- Children's behaviour and attitudes to their learning is poor. For example, when moving around the nursery, children push one another out of the way so they can be first. At mealtimes, children kick one another under the table. Some staff fail to notice this and so, they do not respond appropriately. Children are not learning to self-regulate or behave in safe ways.
- Children with special educational needs and/or disabilities (SEND) are disadvantaged. Staff are not deployed in a way which supports all children to be fully included in activities. Additionally, leaders and managers fail to act upon advice from other professionals in a timely manner. They do not ensure staff have the skills required to support these children effectively. As such, they wait too long to receive any additional support and are not catching up with their development where possible.
- Parents generally appreciate the kindness shown to them by the staff team, however, relationships with parents/and or carers are superficial. Parents raise their concerns about the turnover of staff. They believe this has affected their children's good development. Parents who have children with SEND do not feel enough has been done to support them. Additionally, they have not been provided with clear information relating to their child's care and progress. This hinders their ability to ensure children's needs are met.

Safeguarding

The arrangements for safeguarding are not effective.

Children are not adequately protected because safeguarding leads do not understand their role and responsibilities. Leaders do not understand how to refer concerns they have about children or adults to the appropriate agencies. This puts children at risk of harm. Furthermore, leaders do not ensure that staff are knowledgeable in child protection. This means that staff cannot identify and respond to concerns that may mean a child is at risk of abuse or neglect. First-aid boxes are not accessible to staff and some contents are not suitable for use with children. Leaders have failed to notify relevant safeguarding agencies and Ofsted of significant events at the nursery, including an allegation about member of staff and the undetected entry of a visitor.

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
demonstrate that enhanced criminal records checks have been obtained for all persons aged over 16 who work directly with children	12/04/2023
demonstrate that at least one person who has a current paediatric first-aid certificate is on the premises and available at all times children are present	12/04/2023
demonstrate that first-aid boxes are accessible to staff and the content is appropriate for use with children	12/04/2023
demonstrate how staffing arrangements will meet the needs of the children and ensure their safety	12/04/2023
demonstrate how staff: child ratios will be met at all times	12/04/2023
demonstrate how those responsible for safeguarding have the knowledge and skills to fulfil their role	12/04/2023
demonstrate how staff are trained to understand the safeguarding policy and procedure	12/04/2023
demonstrate effective arrangements to support children with special educational needs and/or disabilities	12/04/2023
demonstrate how staff are enabled to identify signs of possible abuse and neglect and to respond to these in a timely way	12/04/2023
demonstrate how effective supervision sessions are carried out for all staff who have contact with children and families	12/04/2023
demonstrate suitable arrangements for nappy changing, including privacy for children when undertaking intimate care	12/04/2023

demonstrate how staff will be supported to manage children's behaviour and teach them how to behave in safe ways.	12/04/2023
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To meet the requirements of the early years foundation stage, the provider must:

	Due date
demonstrate how children are provided with an ambitious curriculum that builds on what they already know and can do	12/04/2023
demonstrate how staff will be supported to guide children's development and speaking skills through warm, positive interactions.	12/04/2023

Setting details

Unique reference number	309600
Local authority	Lancashire
Inspection number	10279825
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	2 to 4
Total number of places	92
Number of children on roll	44
Name of registered person	Oscar Bears Ltd
Registered person unique reference number	RP902239
Telephone number	01254 238600
Date of previous inspection	2 August 2017

Information about this early years setting

Oscar Bears Childcare Centre registered in 1995. The nursery is situated in Accrington, Lancashire. The nursery is open each weekday, from 8am until 6pm term time only. There are eight members of staff. Of these, six hold an appropriate early years qualification at level 3. The nursery provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspector
Lois Hulley

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.
- We carried out this inspection as a result of a risk assessment, following information we received about the provider.
- The deputy manager, manager and inspector completed a learning walk together of all areas of the nursery and discussed the early years curriculum.
- The inspector talked to staff at appropriate times during the inspection and took account of their views.
- The inspector spoke with the nominated individual about the leadership and management of the setting.
- The inspector observed the quality of education being provided and assessed the impact that this was having on children's learning.
- The inspector carried out joint observations of group activities 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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