

# Inspection of Little Footsteps of Dereham

15a Norwich Road, DEREHAM, Norfolk NR20 3AE

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Inspection date: 21 February 2023

<b>Overall effectiveness</b>	<b>Inadequate</b>
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The quality of education

**Good**

Behaviour and attitudes

**Good**

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 safety is not assured due to weaknesses in how promptly and effectively leaders and managers follow their safeguarding policy. That said, children enjoy their time at this inviting, comfortable and well-resourced nursery. Babies explore and investigate in the purposefully constructed and sheltered outdoor area. Toddlers and older children remain busily engaged in play-based activities, supported by adults both indoors and in their imaginatively created outdoor areas.

All children, including those who speak English as an additional language, acquire new language and learn to communicate with others. This is because staff working with the children are attentive and engaged with them throughout their day. Children enjoy spending time with the staff and their peers. They anticipate their favourite times of the day, including story times and singing times. Children busily enjoy themselves painting, exploring water and mud, climbing, riding on wheeled toys and using their imagination.

Children develop strong independence skills. Staff help them to achieve this in many ways. For example, children serve their own meals and recycle their food waste. Staff encourage children to 'balance' while they put on their own wellies and teach them how to 'flip' their coats over their heads to put them on.

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

- There are breaches of requirements that affect children's safety and well-being. Leaders do not always work together with other agencies to safeguard children. Where allegations have been made against staff working with the children, the provider has carried out their own internal investigations before any communication with other agencies.
- Children behave very well. They cooperate during their play together. Staff support children to understand what is expected of them. Children listen and respond to staff's clear guidance and sharing of expectations.
- All children under four years of age have an allocated key person who works closely with parents to tailor children's care and education. However, children in their Reception Year who attend the nursery for care before and/or after school or during the holidays, do not have an allocated key person. This means that for these children, there is not a named person to oversee their experience at the nursery or to liaise with parents.
- Staff plan a range of interesting activities for children to join in with across a broad range of topics, such as cultural festivals and nature. Staff ensure that children have opportunities to gain new skills and knowledge across all areas of learning. Leaders ensure that there is an appropriate focus on supporting children's communication and language skills.

- Children settle well when they first attend. Staff work with parents to understand what it is that children already know and can do, what they are interested in and the support they need.
- Excellent arrangements are in place to support children to sleep safely. Leaders and staff carefully consider how they can provide the highest levels of care for children while they sleep. The sleep area for children under two years of age is always directly supervised by a member of staff, with the additional safeguards of sound and video monitoring. Babies nap according to their own routines and needs. Consequently, they are well rested and ready to enjoy their time when they are awake.
- Children with special educational needs and/or disabilities (SEND) receive high levels of support. The special educational needs coordinator liaises with other professionals and works closely with parents to make and review children's support plans. This helps children with SEND make good progress in their development according to their capabilities and potential. Additional funding is sought out and used effectively.
- Parents state that they are well informed about their children's learning. Parents evenings, sharing books between nursery and home and regular information about what children will be learning helps parents to remain involved in their children's learning. Leaders and staff listen to parents' views and work closely with them.
- Children develop well as a result of the overall good teaching. However, not all staff show that they have a very strong understanding of the provider's curriculum in their interactions with children. This means that, at times, opportunities to deliver the highest level of education are not maximised.

## Safeguarding

The arrangements for safeguarding are not effective.

Leaders have failed to follow their own safeguarding policy when concerns have been raised about adults working with children. They do not consistently recognise when they must share information with other agencies, including Ofsted, to safeguard children. This does not promote children's safety. Those with responsibility to safeguard children do participate in multi-agency work where children and families need help and support in their home lives.

## 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:**

	<b>Due date</b>
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improve the understanding of how to recognise when to follow safeguarding policies in order to share information with other agencies where concerns are raised about any individual working with the children	21/03/2023
improve the understanding of the requirement to notify Ofsted of any allegations against staff as soon as possible, but in all cases within 14 days	21/03/2023
ensure that all children in the early years age group have a named key person.	21/03/2023

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

- support staff to have a deeper understanding of the planned curriculum in order to raise the quality of their teaching to an even higher level.

## Setting details

<b>Unique reference number</b>	EY440629
<b>Local authority</b>	Norfolk
<b>Inspection number</b>	10275417
<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 10
<b>Total number of places</b>	85
<b>Number of children on roll</b>	136
<b>Name of registered person</b>	Little Footsteps of Dereham Ltd
<b>Registered person unique reference number</b>	RP531307
<b>Telephone number</b>	01362693937
<b>Date of previous inspection</b>	20 February 2018

## Information about this early years setting

Little Footsteps of Dereham registered in 2011. The nursery employs 30 members of childcare staff. Of these, 17 hold appropriate early years qualifications at level 3 or above, including one with early years professional status. The nursery opens from Monday to Friday, all year round. 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

### Inspector

Kate Hipperson

## 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 owner and managers carried out a learning walk with the inspector, during which they explained their curriculum for children.
- The inspector viewed the provision and discussed the safety and suitability of the premises.
- The inspector spoke to staff and children at appropriate times during the inspection and took account of their views.
- 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 owner, managers and the inspector met to discuss how the nursery is led and managed.
- Parents spoke with the inspector and the inspector also reviewed some written feedback from parents. The inspector took account of their views.
- The inspector sampled some required documentation, including information about first-aid qualifications. The owner and managers showed the inspector documentation to demonstrate the suitability of staff.

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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