

Inspection of Bear Hugs Day Nursery

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134 Timbercroft Lane, LONDON SE18 2SG

Inspection date: 4 April 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

Weaknesses in the quality of education and safeguarding have an impact on how well children achieve. Although the provider has a clear intent for what they want children to learn, this is not always implemented effectively across the different ages groups. Some planned learning experiences do not always meet the needs of all children, particularly babies.

Some children who require additional support with their learning are often left to wander around without being engaged in any meaningful activities. Despite these weaknesses, most children feel happy and content in the nursery. Babies display good emotional development to some extent, as they go to familiar adults for cuddles or reassurance, which helps them to feel safe. Older children are gaining some independence skills in readiness for their move to school. For instance, they can put their shoes and coats on, and staff continually praise their efforts. However, staff do not recognise when children try to make independent choices in their play.

Some children enjoy messy play activities, such as painting and making different shapes out of dough. These activities help to develop their finger muscles. Nevertheless, some children who have not shown any interest in these activities are forced to take part and therefore become distressed. Overall, children behave well for their age.

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

- The provider fails to comply with all requirements associated with their registration. They do not adequately understand their responsibilities to notify Ofsted of significant incidents that occur on the premises, as required. Even though Ofsted has recently issued an action for the provider to improve their knowledge of the same requirement, the provider continues to be in breach. This shows that the provider has limited capacity to improve.
- Leaders and staff do not consistently implement the nursery's safeguarding policy and procedures to ensure the safety and well-being of children. For instance, they fail to take swift action to address the heating problems in the setting and assess the impact of the cold learning environment on children's health. In addition, staff fail to identify and remove broken play equipment, which poses a risk to the children. Furthermore, staff do not always supervise children well to keep them safe. Some accidents and injuries that occur on the premises go unnoticed due to lack of effective child supervision. This means that children's safety cannot be assured.
- The provider does not ensure that there is always a named deputy who is competent and capable to lead the provision in the absence of the manager.

This is a breach of requirements. Some of the staff who are left to take charge of the provision are unqualified and inexperienced, and they do not fully understand their roles and responsibilities. As a result, children's safety and learning experiences are negatively affected.

- The arrangements for the supervision, training and support of the manager and staff are not fully embedded in practice. Some staff working with the children do not have a secure knowledge and understanding of the early years foundation stage curriculum. They are unclear about how to implement the curriculum intent for the youngest children to help them make good progress in the three prime areas of learning. In addition, the manager is not quick to address poor teaching practice. For example, when staff force children who appear tired and distressed to do a painting activity.
- The manager and staff have formed secure bonds with the children. For example, they give babies who are new to the setting appropriate cuddles when they become distressed, to reassure them. This helps the children to settle in quickly and become familiar with the nursery routines. In addition, they explain behaviour rules to the children and encourage them to share and taken turns. This has a positive impact on the way children behave.
- Partnerships with parents are effective. Staff keep parents informed about children's care and learning through a daily communication book and face-to-face discussions. In addition, parents are kept up to date with staff changes and other matters through regular newsletters.

Safeguarding

The arrangements for safeguarding are not effective.

Breaches in requirements significantly compromise children's safety and welfare. The provider does not ensure that all serious accidents and injuries that occur on the premises are reported to Ofsted, as required, to enable them to assess the level of risk to children. Staff are able to recognise the signs and symptoms that may indicate a child is at risk of harm, and they know how to report their concerns. Most staff understand the nursery's whistle-blowing policy, including the procedure for escalating their concerns outside the setting. However, they do not ensure that their knowledge of safeguarding and child protection is fully embedded in their everyday practice.

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
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establish an effective system for the supervision of the manager and staff, which provides appropriate coaching and training, to improve their knowledge and understanding and raise the quality of the provision to consistently good levels	26/04/2023
ensure there is a named deputy who is capable and competent to lead the nursery in the absence of the manager	26/04/2023
ensure staff supervise children well and account for any injuries that happen on the premises	26/04/2023
implement effective risk assessments to identify and eliminate/reduce any potential risks to children's safety	26/04/2023
develop a secure understanding of incidents in which to make a notification to Ofsted.	26/04/2023

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

	Due date
ensure all staff working with children have a secure knowledge and understanding of the early years foundation stage areas of learning and development, in order for them to implement the curriculum intent effectively to help children make good progress.	29/08/2023

Setting details

Unique reference number	EY551032
Local authority	Greenwich
Inspection number	10284153
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	1 to 4
Total number of places	39
Number of children on roll	25
Name of registered person	Bear Hugs Day Nursery Limited
Registered person unique reference number	RP537331
Telephone number	02083164444
Date of previous inspection	21 March 2018

Information about this early years setting

Bear Hugs Day Nursery 3 registered in 2017. It is located in Plumstead, in the London Borough of Greenwich, and is open Monday to Friday, all year round, from 7.30am to 6pm. The nursery is in receipt of funding for the provision of free early education for children aged two, three and four years. There are seven staff who work directly with the children, two of whom hold relevant early years qualifications.

Information about this inspection

Inspector

Josephine Afful

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 provision.
- We carried out this inspection as a result of a risk assessment, following information we received about the provider.
- A learning walk was conducted by the inspector and the provider to discuss how the early years provision is structured and what they want children to learn.
- The inspector and the manager conducted a joint observation and held discussions about children's learning.
- Some parents spoke with the inspector to share their experience, and their views were taken into account.
- The inspector spoke with staff and held meetings with the leadership team.

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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