

Inspection of LITTLE EXPLORERS NURSERY - CRAWLEY

102 Worth Road, Crawley RH10 7DU

Inspection date: 12 April 2023

Overall effectiveness

Inadequate

The quality of education

Inadequate

Behaviour and attitudes

Inadequate

Personal development

Inadequate

Leadership and management

Inadequate

Overall effectiveness at previous
inspection

Not applicableNot applicable

What is it like to attend this early years setting?

The provision is inadequate

Weaknesses in staff safeguarding knowledge mean that children's safety is compromised. The designated lead for safeguarding (DSL) does not ensure that all staff have a secure understanding of the safeguarding procedures.

The key-person system is not effective. The manager fails to ensure that each child has a designated key person. This is a breach of requirements under the 'Statutory framework for the early years foundation stage'. When staff leave, children are left for periods of time without an assigned member of staff. Furthermore, this is not communicated with parents and carers. As a result, the youngest of children are not forming secure emotional attachments to adults who are caring for them. Babies are often passed between staff. This impacts on children's well-being, and their feeling of safety and security.

The poorly designed curriculum does not meet the needs of the children. They are not provided with experiences or activities that successfully build on what they already know and can do. Some children are not provided with quality interactions or resources to support their learning and development for extended periods of time. Although children do not show they are in distress, they are not adequately stimulated. Staff fail to engage them in any meaningful learning. This impacts on the development children are capable of making.

Children generally behave well. They understand what is expected of them due to staff setting clear rules and boundaries. Children benefit from designated outside space in which they show enjoyment at practising their physical skills. For instance, toddlers are confident in taking safe risks to climb the steps of the slide, showing pride when they successfully slide to the bottom.

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

- Staff supervision is not effective. The manager does not provide a consistent level of support, coaching and mentoring for staff. The time the manager does spend in the rooms, supporting and modelling practice, is not having an impact on the quality of teaching, and staff's understanding of how to implement an effective curriculum. This impacts on the staff having the knowledge and skills to fulfil their roles and responsibilities.
- The special educational needs coordinator (SENCo) can successfully identify children who may need additional support. Plans with targets and interventions are put into place and shared with parents and carers. However, the SENCo does not effectively communicate these plans with staff working directly with the children. As a result, staff are not putting the plans and interventions into action to support children in bridging the gaps in their development.

- Children show an interest in books and, at times, staff sit to read and sing with the children. However, staff do not consistently know how to support children's communication and language effectively. Babies do not hear new words to extend their speech development and vocabulary. Older children's language is not extended well enough for them to communicate what they know and can do. Staff do not spend enough time engaging and speaking to children. Additionally, staff have not gathered sufficient information from all parents of children who speak English as an additional language. These failings lead to children making limited progress in their communication and speaking skills.
- The curriculum is not planned and embedded well. Children are not supported to develop a positive, can-do attitude to learning. They lack sustained and meaningful engagement with staff at activities and resources that meet their needs. This often leads to children wandering around the room.
- Overall, parents are happy with the nursery. They feel that their children enjoy attending and have fun. Parents praise the kind and friendly staff team and manager. However, some parents are not aware of who their child's key person is. They receive verbal feedback at the end of sessions from various staff members. This does not help build positive relationships with families or provide a consistent approach.
- Staff have a good understanding of the diverse range of cultures, religions and beliefs of the children in the setting. They celebrate the festivals relevant to the children that attend. For example, staff are planning for the upcoming Eid al-Fitr celebration which marks the end of Ramadan. This helps children to learn about their friends and their differences and similarities.
- Despite weaknesses and breaches to requirements, there are elements of positive practice. For example, staff are kind and caring toward the children. They support children to take care of themselves, by helping them to identify when they need to wash their hands and wipe their nose. This supports children in learning self-care routines.

Safeguarding

The arrangements for safeguarding are not effective.

Safeguarding knowledge is not secure across the nursery. The DSL has not fulfilled her role in ensuring that all staff have a secure understanding of their duties to protect children. Not all staff are confident about the areas of abuse. They are unable to speak about how to identify abuse and how this may impact on children. Furthermore, some staff are not aware of the role of the LADO and their duty to ensure that concerns about staff practice or allegations are reported in a timely manner. This does not adequately ensure children's welfare, as it cannot be assured that staff will follow the correct procedures when they have concerns. Nonetheless, there are effective risk assessments in place to ensure that the indoor and outdoor environments are safe, secure and suitable for children to use.

What does the setting need to do to improve?

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

	Due date
take action to ensure that all staff understand the safeguarding policies and procedures, including the role of the LADO, areas of abuse and how these might present in children and impact their well-being and development	26/04/2023
develop an effective key-person system to ensure that all children, particularly babies and young children, have a consistent key person that helps meet their emotional needs	26/04/2023
extend partnerships with parents to ensure all parents are aware of who their child's key person is	26/04/2023
implement effective systems for staff supervision, coaching, mentoring and training to improve staff knowledge of child development and the curriculum, to promote consistently good teaching and learning	26/04/2023
implement effective arrangements to support children with SEND and ensure staff working directly with children are aware of plans and how to support individual children	26/04/2023
ensure all children benefit from an ambitious and well planned curriculum that enables them to engage well in meaningful learning	26/04/2023
take reasonable steps to provide support for children who speak English as an additional language, to develop their communication skills and use their home language in play and learning.	26/04/2023

Setting details

Unique reference number	2679613
Local authority	West Sussex
Inspection number	10282605
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	0 to 4
Total number of places	42
Number of children on roll	71
Name of registered person	MKM Childcare Limited
Registered person unique reference number	RP553024
Telephone number	07771638660
Date of previous inspection	Not applicableNot applicable

Information about this early years setting

Little Explorers Nursery registered in 2022. The nursery is located in Crawley, West Sussex. It operates Monday to Friday from 7.30am until 6pm, throughout the year. The nursery employs 17 members of staff, of whom one holds qualified teacher status, and 10 hold qualification's at level 3 to 5. The setting receives funding for free early education for children aged two, three and four years.

Information about this inspection

Inspector

Kelly Southern

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 manager joined the inspector on a learning walk and talked to the inspector about their curriculum and what they want their children to learn.
- The inspector observed the interactions between staff and children.
- 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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