

Inspection of Churchdown Day Nursery

Churchdown Day Nursery, 115 Parton Road, Churchdown, Gloucester,
Gloucestershire GL3 2JE

Inspection date: 27 March 2023

Overall effectiveness	Inadequate
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

The provider does not implement robust recruitment procedures to ensure the safe recruitment of staff and to ascertain their ongoing suitability to work with children. In addition, the provider does not ensure leaders understand their roles and responsibilities to keep children safe, including reporting any allegations made against staff. This puts children's safety and well-being at risk.

The manager and his team have high expectations of what they want children to learn. They have thought carefully about the curriculum, and they provide activities that motivate and inspire children to engage. Key persons spend individual time with their children observing what they know and can do.

Staff provide a welcoming environment that encourages children to explore and have a go. Staff comfort and support new children. They reassure them as they adapt to nursery life. This helps to build attachment with their key persons. Staff show children that they enjoy being with them and praise their efforts and accomplishments. Older children beam with pride when staff celebrate that they are 'amazing'.

Staff support children to understand daily routines. Children know what is happening next. They learn to play safely, behave sensibly and manage their feelings. Staff use everyday routines like eating, toileting and dressing to support children's social skills and encourage them to do things for themselves. During lunch and snack times, older children sit in small groups helping each other. Toddlers sit with staff who support their independence in using forks to eat their spaghetti. Children are well supervised as they rest and nap.

Staff provide regular opportunities for children to engage in outdoor play. This helps to support children's physical strength and coordination. Older children take risks in their play and explore the outdoor environments. They test their ability to climb high and use the 'curly slide', and toddlers develop new skills, such as trying to catch a ball, through trial and error.

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

- The manager does not have a sufficient understanding of his role and responsibility to safeguard children. He does not share all allegations he receives about staff with the named designated safeguarding leads(DSLs). In addition, the manager and DSLs do not contact the local authority designated officer (LADO) or Ofsted when they receive allegations. Furthermore, the manager does not have a secure understanding of the requirements regarding what he needs to notify Ofsted about.

- The provider and manager do not use robust vetting processes to check new staff's suitability. They do not assess staff's ongoing suitability for their role sufficiently enough and are not ensuring staff remain suitable to care for children.
- Staff receive appraisals with a focus on professional development. They have ongoing access to online training to refresh and enhance their skills and retain quality practice. Staff regularly share their views at meetings and discuss children's learning. The manager holds the staff team in high regard and supports their workload. Staff feel valued and those who are receiving training say they feel well supported.
- Staff provide many experiences that help children of all ages share their knowledge and use of numbers. Toddlers count two toy dogs. Older children ask for payment at the 'car wash' and have 'four pounds of petrol' put in their 'car'. Staff use the words 'more', 'less', 'half' and 'full' as children hear descriptive mathematical words as part of everyday language. During circle time, children show they can count in English and Spanish.
- Children are learning about self-care and good health. Staff support toddlers to wash their hands and dress themselves and share with them the sense of achievement gained through learning these skills. Older children know the importance of washing their hands and using the hand dryer before eating. Toddlers help themselves to cups of water whenever they are thirsty. Babies have healthy snacks of fruit.
- The manager and his team are responsive to parents' needs. They collect information about what parents want to improve and act on it. Parents are welcomed into the nursery to speak to their key person. They feel well informed about their child's learning and development.
- Across the age ranges, the manager and staff team have a curriculum that builds on children's skills. Children are making good progress across the seven areas of learning. However, the breaches in the safeguarding and welfare requirements put children's personal development at significant risk.
- Children who speak English as an additional language receive good support from staff to engage and communicate. Staff check their understanding of simple English words, such as 'drink' and 'bowl' to support children's learning experiences. Staff use multiple types of communication, including some signs and use of non-verbal cues. This positive approach supports children's development and inclusion.

Safeguarding

The arrangements for safeguarding are not effective.

Staff know to report any concerns they may have about children or an adult to the named DSLs or the manager. However, the manager and DSLs have failed to follow the local safeguarding partnership's procedures and the nursery's policies and procedures to report allegations about staff to the LADO. This, together with weaknesses in carrying out recruitment checks for staff, compromise children's welfare. Leaders implement processes to help keep the premises secure, for

example, staff and parents use a biometric system to enter the nursery.

What does the setting need to do to improve?

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

	Due date
ensure all managers and designated safeguarding leads follow the local safeguarding partnership's and the nursery's policies and procedures, in the event of an allegation made against staff, to support children's safety and well-being	23/05/2023
implement robust recruitment procedures and on-going checks, to ensure staff's suitability to care for children.	23/05/2023

Setting details

Unique reference number	EY385380
Local authority	Gloucestershire
Inspection number	10276482
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	1 to 4
Total number of places	89
Number of children on roll	165
Name of registered person	Coe, Catherine
Registered person unique reference number	RP513044
Telephone number	01452 531105
Date of previous inspection	18 July 2017

Information about this early years setting

Churchdown Day Nursery first registered in 1997. The setting was re-registered at a new site in 2009. The nursery opens from 7.30am to 6pm, all year round, except for bank holidays. The nursery employs 24 staff. There is one member of staff who holds early years professional status and one who is qualified as an early years teacher. One staff member holds a relevant childcare qualification at level 5 and a further 17 staff hold relevant childcare qualifications at levels 2 or 3. Some staff are unqualified and training. The nursery receives funding for the provision of free early education for two-, three- and four-year-old children.

Information about this inspection

Inspectors

Claire Cook
Karen Allen

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.
- The inspector discussed the intent of the curriculum and observed its implementation during activities, indoors and outdoors, and assessed the impact this has on children's learning.
- A joint observation was completed and discussed with the manager.
- The inspector held a meeting with the manager and deputy manager to discuss leadership. They looked at relevant documentation, such as evidence of the recruitment and suitability of staff working at the nursery.
- The inspector spoke with staff and children at various times throughout the inspection.
- As a result of a risk assessment following information we received about the provider, we returned to the nursery on 16 May 2023 to obtain additional information.

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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