

Inspection of Young Oaks Day Nursery

Ackroyd Community Association, Ackroyd Community Centre, London SE23 1DL

Inspection date: 28 July 2023

Overall effectiveness	Inadequate
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The quality of education

Inadequate

Behaviour and attitudes

Inadequate

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

Leaders do not ensure the safety of the children in the nursery. During the inspection, the manager was unable to provide evidence of Disclosure and Barring Service checks for some regular staff and students. This means children's safety and welfare cannot be assured. Staff and students, without suitability checks, regularly participate in children's care routines. For example, they change children's nappies, and at times are left alone with the children. Leaders do not ensure staff practice is monitored, and supervision is not in place. As a result, weaknesses in staff practice are not identified, including the effects of these on children's learning and their progress. Furthermore, staff lack understanding of the nursery's safeguarding policy and procedures. Staff knowledge of child protection and safeguarding and how to report concerns, including allegations, to relevant authorities is weak. Leaders lack of understanding of the requirements means they are unable to fully evaluate the provision and plan targeted improvements.

Despite these weaknesses, children enjoy exploring the nursery environment and have access to a wide range of toys and resources. This enables children to make free, independent choices. Children show that they are happy to see their friends and form good friendships with each other. Children behave well and are kind to one another. They listen to staff prompts and discussions about following simple rules. For example, during a change of routine activity and when to tidy up.

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

- Staff have a good understanding of children's skills and abilities when they enter the nursery. Staff complete regular observations and track children's achievements. However, the quality and outcome of these are variable. Staff plan some activities that children enjoy and engage in. For example, staff read stories to older children about transitions into school. This said, some planned activities do not effectively challenge children or match their next steps in learning. This means children do not make the progress they are capable of in their development.
- Children learn about good hygiene routines and how to contribute to their good health. They learn some independence skills, such as washing their hands independently before having snacks and meals. However, at times staff forget to involve children, such as with helping to prepare the table for lunch or to serve their own meals. Children sit together at the table and enjoy freshly prepared healthy food and learn about nutritious snacks.
- Children happily lead their play and have positive attitudes towards their learning. For instance, they play for extended periods of time exploring with water. Children carefully select the resources they want, such as funnels and containers, and then watch the water flow out from different heights. Younger

children are encouraged to use their hands to print with paint and develop their coordination and fine motor skills.

- Staff model language well to help develop children's speech and communication. During story sessions, staff ask the children questions to encourage them to predict what will happen next and retell stories in their own words.
- Overall, parents are happy with the care and activities their children receive. They say they are kept well informed about their children's daily routines and play. Parents play an active part in nursery life. For example, working together, several parents developed the nursery garden, creating a new planting area and a mud kitchen.
- Weaknesses in leadership and management significantly compromise children's learning and development. This is because leaders do not monitor staff practice or provide supervision to ensure all staff can implement their roles and responsibilities effectively. As a result, staff training needs or any weaknesses are not identified consistently.
- The provider's recruitment procedures are weak. Not all staff that work at the nursery on a regular basis, including students, have appropriate suitability checks. In addition, they do not receive effective induction procedures, so do not fully understand the nursery's safeguarding policies and procedures.

Safeguarding

The arrangements for safeguarding are not effective.

Although staff have had safeguarding training, they do not fully understand the nursery's safeguarding policies and procedures. Lack of staff supervision means that leaders have not identified that some staff require further training.

Furthermore, leaders do not ensure that all staff who have regular contact with children are suitable to work with them. This compromises children's safety and these weaknesses are a breach of the requirements. Effective procedures are in place with regard to the safety and security of the premises. Staff complete risk assessments to identify and address potential hazards.

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:

	Due date
ensure Disclosure and Barring Service checks are available at the time of inspection for all staff and students working at the nursery	31/08/2023

implement appropriate arrangements for the supervision of staff to identify weaknesses and provide support and training	31/08/2023
improve all staff's knowledge and understanding of following safeguarding procedures, so they have an up-to-date knowledge of child protection issues and how to report any concerns about a child's welfare or an adult's behaviour	31/08/2023
ensure children's individual needs, interests and stages of development are assessed and planned for effectively	31/08/2023
implement effective induction procedures, to ensure that all staff, including students, have a clear understanding of their roles and responsibilities.	31/08/2023

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

- maximise opportunities for children to help themselves during everyday routine activities, so they develop their self-help skills even further
- develop the self-evaluation process to include staff, parents' and children's views to help shape fully future improvements to the provision.

Setting details

Unique reference number	EY493323
Local authority	Lewisham
Inspection number	10301112
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register
Day care type	Full day care
Age range of children at time of inspection	1 to 4
Total number of places	26
Number of children on roll	26
Name of registered person	Roye, Sharon
Registered person unique reference number	RP906789
Telephone number	0203 759 1452
Date of previous inspection	10 January 2018

Information about this early years setting

Young Oaks Day Nursery registered in 2015. It is located in a community centre in Forest Hill in the London Borough of Lewisham. The nursery employs four childcare staff. Of these, one holds a qualification at level 5 and the other staff hold appropriate early years qualifications at level 3. The nursery opens from 8am to 6pm from Monday to Friday all year round. The nursery provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspector

Rubina Nijabat

Inspection activities

- This was the first routine inspection the setting received since the COVID-19 pandemic began. The inspector discussed the impact of the pandemic with the manager and has taken that into account in their evaluation of the setting.
- The inspector looked at relevant documentation, including policies and procedures and checked evidence of the suitability of all staff working in the nursery.
- The inspector had a tour of the premises. She observed the quality of staff's interactions with children during activities, indoors and outdoors.
- The inspector held meetings with the manager, and spoke to staff and children at appropriate times during the inspection.
- The inspector spoke to a number of parents during the inspection and took account of their views.

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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