

Inspection of Little Gardners Nursery

Main Road, Marchwood, Southampton SO40 4ZH

Inspection date: 2 August 2023

Overall effectiveness

Inadequate

The quality of education

Requires improvement

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

Significant weaknesses in the knowledge of the designated safeguarding leads (DSLs) compromise children's well-being. Leaders do not understand their responsibilities regarding allegation management and the referral process for children. This does not assure children's safety.

Nevertheless, children generally arrive happy and settle from their parents with ease. Older children play well together and seek out their friends on arrival. Staff encourage independence. As a result, children go to the toilet, put on their coats and boots, and pour their own drinks. Behaviour is good and children show positive attitudes to learning. They enjoy music and movement sessions and confidently wiggle their bodies to the songs.

Younger babies and toddlers explore their environment. They enjoy painting, which helps to develop their fine motor skills as they competently use the tools. They sit with staff and listen to stories in the book corner. This helps to develop their communication and language skills, as staff look at pictures with them, talking about what they can see.

Although staff plan a variety of activities for the children to enjoy, they do not base these on relevant, targeted next steps for the children. This is due to weaknesses in the planning programme. Despite this, children benefit from warm, kind and courteous interactions with the staff. They enjoy free-play activities, such as role play and construction. All children, including those with special educational needs and/or disabilities (SEND), make some progress in their learning.

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

- The leadership team has not fully addressed the concerns that led to this inspection. The manager and DSLs do not know the procedures to follow in the event of concerns about adults and children in their care. As a result, processes are not followed, and they failed to notify Ofsted of a safeguarding concern. In addition, security is compromised as the gate code is given to contractors who can then access the building unsupervised. This impacts on children's personal development, as weaknesses in adults' knowledge of child protection procedures could put children at risk of harm.
- The leadership team does not have systems in place to ensure the safe and effective running of the nursery. For example, essential documentation is not checked to ensure it is fully completed with dates and times. There is no monitoring to ensure the balance of qualified and unqualified staff is correct. Policies are not always effective. For example, leaders have not identified the potential risk due to staff's personal phones being easily accessible. Staff report

there is no oversight of their practice to ensure they are meeting requirements.

- Staff know the children well and provide a range of activities for them. However, the planning system is not precise and does not focus on what children need to develop. The leadership team does not ensure children who need additional support receive this quickly, as referrals are not made swiftly to other agencies. Staff do not always gain further information to support children with English as an additional language. This does not ensure all children make the best possible progress.
- Despite the weaknesses in the overall quality of children's education, the skilled staff team have high expectations for all children. This minimises the impact on children's behaviour. Staff use praise and encouragement, children understand the rules and boundaries, and behaviour is good. Children demonstrate positive attitudes to learning and persevere in their play. For example, they work together to construct pens for the toy animals with magnetic blocks.
- Children develop an awareness of healthy lifestyles. For example, they confidently say they are washing their hands for lunch as they have been playing with the toys, and they are dirty. Staff remind children to cover their mouths with their hands when they cough or sneeze.
- Parents report that staff are attentive and their children enjoy coming to nursery. They say staff update them on their children's accidents on the online portal. They are happy with the care their children receive. They state they have regular parents' evenings to discuss their children's progress. They comment that their children have developed new skills since being at nursery.

Safeguarding

The arrangements for safeguarding are not effective.

DSLs do not have a secure understanding of their roles and responsibilities. Not all staff are aware of the signs and symptoms of abuse and the procedures regarding children's safety and well-being. The DSLs and staff are unclear about the process to follow if they have concerns about an individual's conduct and how to report this appropriately to external agencies. This does not safeguard children. Staff have attended paediatric first-aid training, which helps them to respond swiftly in the event of an accident. They talk about how they would respond in the event of a choking incident.

What does the setting need to do to improve?

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

	Due date
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ensure the DSLs have sufficient knowledge and understanding of the safeguarding procedures, including how to act on allegations against a member of staff, and can provide accurate support, advice and guidance to staff	16/08/2023
ensure that individuals given access to the building are supervised	16/08/2023
implement effective arrangements to link with, and help children with SEND access, appropriate support from other professionals and agencies where required	16/08/2023
ensure monitoring of staff practice is effective to swiftly identify any concerns and breaches of requirements	16/08/2023
improve the planning systems for children to ensure children's individual needs are met and their next steps are appropriate.	16/08/2023

Setting details

Unique reference number	EY473827
Local authority	Hampshire
Inspection number	10303235
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	46
Number of children on roll	58
Name of registered person	Little Gardners Nursery Ltd
Registered person unique reference number	RP901815
Telephone number	02380 868 700
Date of previous inspection	10 April 2018

Information about this early years setting

Little Gardners Nursery registered in 2014. It is run by a family-owned limited company. The nursery is open each weekday from 8am until 6pm, except during bank holidays, and over the Christmas period. The nursery receives funding for the provision of free early education for children aged two, three and four years. There are 25 staff who work with children. The manager holds a level 5 qualification. Most other members of staff hold relevant qualifications at level 2 or 3. There are four unqualified members of staff.

Information about this inspection

Inspector

Lindsay Osman

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 inspector observed the interactions between staff and children.
- Parents shared their views of the setting with the inspector.
- The inspector looked at relevant documentation and reviewed evidence of the suitability of staff working in the nursery.
- The deputy manager, manager, deputy room leader and inspector completed a learning walk together of all areas of the nursery and discussed the early years curriculum.
- The inspector talked to staff at appropriate times during the inspection and took account of their views.
- Children communicated with the inspector during the inspection.
- The inspector carried out a joint observation of a mathematics activity with the manager.

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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