

Inspection of Childerwood Nursery

School Road, Drayton, NORWICH NR8 6EP

Inspection date: 12 July 2023

Overall effectiveness

Inadequate

The quality of education

Requires improvement

Behaviour and attitudes

Requires improvement

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

Agency staff and students are not informed about their responsibilities relating to safeguarding. This does not ensure that children's welfare is protected. Despite this, most children are happy and settled in this welcoming nursery. They build close emotional attachments with familiar staff. Staff sensitively support children when they are upset, offering cuddles and reassurance. However, children under the age of two years do not have routine access to their own area, where they can feel safe and secure.

Staff chat to children and are actively engaged in their play and learning. Children choose what they want to do and play at their own level. However, the learning environment for older children is not organised well enough to meet their learning needs. This leads to children sometimes wandering around, not engaged in anything. Staff sometimes support children in purposeful play. For example, they help older children sequence colours and learn about patterns. Younger children are encouraged to explore the texture of cooked rice, pom-poms, oats and straws. Staff extend this activity to introduce basic shapes. Children behave well. They enjoy playing in the garden, that has been set up to provide for most areas of learning.

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

- The management team does not ensure that agency staff and students receive appropriate induction to help them understand their roles and responsibilities. They are not given information about what to do if they have a child protection concern. Some are not given advice about whether they are allowed to change children's nappies. This does not ensure that children are kept safe.
- Each child is allocated a key person, who takes responsibility for their care and learning. Staff talk confidently about where children are in their learning. They use this information to plan a curriculum that builds on what children already know and can do. Staff regularly check children's learning to help ensure that they are making the expected progress in all areas of learning.
- Despite there being a curriculum based on what staff know about children, older children are restricted about where they can play and when. Staff are overly strict about how many children can play in an area of the classroom at any one time. They do not guide children into other activities, resulting in children standing around doing nothing. Older children are not able to play outdoors when they want, as it is dictated by staff when they may play outside.
- Although there is a separate area for children under the age of two, staff do not make best use of it to meet the youngest children's needs. During the inspection, some babies were overwhelmed by the size of the room that they share with older children and were not given the option to use their own area.

Despite this, staff do show genuine concern for the children and comfort them when they are upset.

- Staff support children's speech and language development well. They engage children in conversation and listen to what they have to say. Staff respond positively to the babbles and gestures of babies, mimicking conversation and introducing new vocabulary. Children become confident communicators. During the inspection, older children were confident to chat to the inspector.
- Children are keen to do things for themselves and show good levels of independence. They readily wash their hands before eating and manage self-care skills relevant to their age and stage of development. Children benefit from nutritious meals.
- Staff establish good partnerships with parents and support an effective two-way flow of information. Parents report that they are kept well informed through electronic and daily verbal communication. They speak highly of the staff, describing them as 'friendly, approachable and caring'.
- Permanent staff benefit from an effective programme of supervision that manages their performance and encourages them in their professional development. Staff report that they are happy in their work and feel that they are a productive and cohesive team. Their well-being is supported positively by management.

Safeguarding

The arrangements for safeguarding are not effective.

The management team does not ensure that children's welfare is robustly protected. Agency staff and students are not given necessary safeguarding information. Permanent staff do have a good awareness of the indicators of abuse and know what to do if they have a concern. They complete regular training in child protection, to ensure that they are aware of the latest guidance and procedures. There is an effective whistle-blowing procedure, understood by permanent staff, to ensure they feel confident to report concerns about colleagues.

What does the setting need to do to improve?

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

	Due date
improve the induction procedures for agency staff and students to help ensure that they understand the nursery's safeguarding arrangements	31/07/2023

improve the quality of teaching and the learning environment to meet children's individual needs	31/07/2023
ensure that children under the age of two years are able to access their own separate area to meet their needs.	31/07/2023

Setting details

Unique reference number	EY480565
Local authority	Norfolk
Inspection number	10300541
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	83
Name of registered person	The Childcare Professionals Ltd
Registered person unique reference number	RP533890
Telephone number	01603 865477
Date of previous inspection	12 October 2021

Information about this early years setting

Childerwood Nursery registered in 2014. The setting employs 12 members of childcare staff. The manager holds early years professional status. Seven staff members hold approved qualifications at level 3. The setting opens from Monday to Friday for 50 weeks of the year. Sessions are from 7.30am until 5.30pm. The setting receives funding to provide free early education for two-, three- and four-year-old children.

Information about this inspection

Inspector

Jacqui Mason

Inspection activities

- The inspector discussed any continued impact of the pandemic and has taken that into account in their evaluation of the provider.
- The deputy manager and the inspector completed a tour of the setting, to help the inspector understand how the early years provision and the curriculum are organised.
- The inspector observed the quality of teaching during activities indoors and outdoors and assessed the impact this had on children's learning.
- The inspector spoke with staff at appropriate times throughout the inspection and completed a joint observation with the deputy manager.
- The inspector held a meeting with the provider and also discussed self-evaluation.
- The inspector looked at relevant documentation, such as evidence of the suitability of staff working in the setting.
- Parents and carers shared their views of the setting with the inspector.
- Children chatted with the inspector during the inspection.

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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