

Inspection of Kiddiecare Nurseries

50 Ashdown Road, Uxbridge UB10 0EW

Inspection date: 14 September 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	Good

What is it like to attend this early years setting?

The provision is inadequate

Weaknesses in leadership and management have a significant impact on the quality of the children's care and education. Children's well-being, safety and education are compromised because the provider has failed to meet some of the requirements of the early years foundation stage (EYFS). The provider has not ensured all staff, including the managers of the setting, have a thorough knowledge of safeguarding issues and therefore this puts children's welfare at risk.

The manager is relatively new to her post and some new staff have also started more recently. Although the curriculum intent is fairly well established, this does not reflect enough in staff practice and their understanding of how to effectively support children's learning. As a result, not all children's learning needs are fully met. However, children are happy in this welcoming nursery. They are greeted warmly by staff and settle in quickly after saying goodbye to their parents or carers. As children come in, they are encouraged to find their name or photo cards to put on the registration board.

Children enjoy exploring the paint as they paint around number stencils. They develop their hand control when using the paintbrushes. Staff help children to hold the brush correctly. However, at times, they direct children in what to paint rather than allowing them to explore freely. Staff mostly supervise the activity, standing behind the children, and do not provide sufficient input to help children's learning to progress. Children have opportunities for outdoor play and fresh air daily. They thoroughly enjoy riding the tricycles and develop skills in manoeuvring between obstacles well. They enjoy chalk writing on the ground and begin to form letters of their name.

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

- The nursery offers places to children from one year up to five years of age. For most of the time, all children play in one large room. However, for the younger non-walking children, this grouping is not suitable and poses some risks to them. Younger children crawl around the room where older children are walking around. As the nursery is busy and at times quite chaotic, these younger children risk being injured.
- Younger children's developmental needs are not being fully met. The key persons for these children do not plan and provide suitable play resources. Instead, the children are left to crawl around or are often picked up by various staff and carried around. This means they are not sufficiently engaged in exciting activities to encourage their learning.
- Overall, staff appear disorganised with their routines and the curriculum plans. This leads to a noisy and chaotic learning environment. This does not support

children to have good attitudes to learning. For example, when it is story time, children come to the mat but they are not supported to understand how to sit properly so they can see and hear the member of staff reading the story.

Therefore, they lose interest and some children start to wander off.

- Some staff show passion for supporting children with special educational needs and/or disabilities (SEND). They organise a daily, targeted programme called 'Attention Hillingdon'. This is a structured, adult-directed programme to support children's listening and attention skills. These sessions are overall effective, and all children enjoy taking part. Due to the disorganised routines of the staff, for most of the time children with SEND are left to explore their surroundings and do not get sufficient support to help them make the best progress possible.
- Some staff are not fully aware of ensuring children's safety during nappy changing times. They place children onto the changing area and then turn their backs to look for the child's bag with their spare nappy items in. This puts children's safety at significant risk.
- The manager has systems in place for the regular supervision of staff. However, this is not focused enough on identifying the weaknesses in staff practice. In addition, the manager has not had enough support from senior managers to help her with the coaching of staff to help make improvements to the setting.
- Parents report they are happy with their child's care. They are kept informed of their child's progress at the end of the day and receive updates and photos electronically. Parents' comments include that the staff team is friendly and caring and they see their children are happy to come to nursery.
- Children are provided with healthy snacks and drinks. They have a freshly prepared meal served at lunchtime which meets children's dietary needs. This supports children's well-being and health.

Safeguarding

The arrangements for safeguarding are not effective.

Some staff, including the managers of the setting, do not have a thorough understanding of safeguarding issues. They lack knowledge of the 'Prevent' duty and therefore this could pose a risk to children's welfare. However, they do have a suitable understanding of other types of abuse and know the procedures to follow if they were concerned about a child's welfare. They understand the procedures to follow if an allegation is made against a member of staff. There are robust recruitment procedures to ensure that all staff are suitable to work with children. Overall, the premises are safe. The front door is securely locked and parents or visitors need to ring the bell to gain entry. A safety gate is also used to ensure no child goes unnoticed when the door is open.

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 all staff, including managers, have a secure understanding of safeguarding issues, including the 'Prevent' duty	13/10/2023
provide more targeted support to the manager to help them in identifying where improvements are needed	13/10/2023
improve the risk assessment for nappy changing to ensure staff are aware of safe practices when changing children	13/10/2023
ensure that very young children are provided with separate space to ensure their safety when crawling	13/10/2023
undertake further training and coaching opportunities to increase staff's knowledge of child development and the EYFS requirements, so that children are provided with high-quality learning experiences across the seven areas of learning	13/10/2023
provide a suitable curriculum that identifies the individual needs and interests of all children, including young babies, and focuses on the most relevant steps for children's development	13/10/2023
ensure that the implementation of the curriculum includes how to support children with SEND throughout the day so that children make the best possible progress.	13/10/2023

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

- improve staff understanding of how to ensure the environment is calm and conducive to support children's learning to the fullest.

Setting details

Unique reference number	EY547276
Local authority	Hillingdon
Inspection number	10309191
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	Full day care
Age range of children at time of inspection	1 to 4
Total number of places	30
Number of children on roll	39
Name of registered person	Kiddiecare Nurseries Ltd
Registered person unique reference number	RP905537
Telephone number	07932699222
Date of previous inspection	5 June 2019

Information about this early years setting

Kiddiecare Nurseries registered in 2017. The nursery is open Monday to Friday from 8am to 6pm and operates throughout the year. The provider receives funding to offer free education for children aged two, three and four years. There are seven staff, of whom four hold relevant childcare qualifications.

Information about this inspection

Inspector

Jenny Devine

Inspection activities

- This was the first routine inspection the nursery 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 setting.
- We carried out this inspection as a result of a risk assessment, following information we received about the provider.
- The inspector and manager had a discussion about the curriculum and the learning intentions for the children.
- Joint observations were completed with the manager and provider during the inspection.
- The inspector spoke to a sample of parents to gain their views on the provision.
- The inspector spoke to staff and held a meeting with the manager and area manager.
- The inspector looked at documentation relating to the suitability of those working with children, such as their qualifications, first-aid certificates and Disclosure and Barring Service checks.

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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