

Inspection of Griffon Day Nursery

Latton Bush Centre, Southern Way, HARLOW, Essex CM18 7BL

Inspection date: 6 October 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

There are extensive weaknesses in leadership and management. This means children's welfare is not assured. The provider has not ensured that staff have the information they need to implement the curriculum, so that children benefit from good learning opportunities. They have failed to ensure that staff receive support to develop their teaching skills and learn about how to support children with special educational needs and/or disabilities (SEND). As a result, teaching is poor.

Staff do not help children to engage in their learning or sustain their attention. They do not interact purposefully with children to promote their focus on learning. This is because they are constantly attending to routine tasks. Children do not make the progress they are capable of or gain the skills they need to prepare them for the next stage in their learning. Despite this, the provider and staff warmly welcome the children, who appear happy to see them and relaxed in the nursery. Children enjoy playing musical instruments and singing songs. Older children are competent in managing their personal hygiene. Children show kindness as they share toys and make room for each other at the table, during snack and lunch.

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

- Leadership and management are weak, and the nursery is not managed effectively. The provider has not done enough to ensure that children have a good early years experience that helps them be prepared for the future. The provider, who is also the manager of the nursery, has failed to appoint a member of staff who, in their opinion, is competent to deputise and take charge in their absence. This is a breach of requirements.
- The provider has not ensured that all staff have an induction, so that they are clear about their roles and responsibilities. Staff do not benefit from effective supervision or have regular opportunities for discussion about their practice. They have not had the professional development opportunities to improve the quality of their teaching and their understanding of how children learn.
- Staff do not have a good understanding of the children. Due to the lack of information sharing from the provider, they do not know about children with SEND. There is no structure in place to liaise with parents and other professionals, so that these children make the best possible progress. As a result, all children, including those with SEND, are not supported to build on what they know and can do.
- The progress checks for children aged two years are completed, however, these are not shared with parents. Where there are concerns about children's progress, permission has been sought from parents to seek advice from other professionals. However, the provider has failed to act on this to promote children's learning and development.

- Children's good health is not assured. The provider has not made sure that at least one member of staff is on the premises, at all times, who holds a current and full paediatric first-aid certificate. In addition, they have not ensured that staff who prepare and handle food for children's snack have received training in food hygiene.
- The provider has not maintained policies and procedures in line with the 'Statutory framework for the early years foundation stage'. For example, when agency staff provide cover, there is no information about behaviour management strategies to help them work consistently with children.
- The provider has failed to make sure that the nursery's policies and procedures are available for parents. This does not help keep them informed about how the provision is organised and managed daily. Information and records were not accessible or available for inspection.

Safeguarding

The arrangements for safeguarding are not effective.

Recruitment procedures are poor. The provider has not complied with the correct vetting requirements. They have failed to check that all staff are suitable to work with children. This puts children at risk of harm. The provider has failed to ensure that staff complete safeguarding training. Staff do not know the procedures to follow in the event of a concern about a child in their care. This means that staff do not have a good knowledge and understanding of how to keep children safe. The provider has not appointed a member of staff to take lead responsibility for safeguarding children or to liaise with local safeguarding partners. Staff do not know the procedures to follow in the event of a concern about a child in their care.

What does the setting need to do to improve?

The provision is inadequate and Ofsted intends to take enforcement action.

We will issue a Welfare Requirements Notice requiring the provider to:

	Due date
take action to ensure that all staff working with children are suitable, including obtaining an enhanced criminal records check	13/10/2023

ensure all staff understands and implement an effective policy and procedure, in line with the local safeguarding partners, that includes the action to take for child protection concerns and allegations against staff	27/10/2023
make sure there is a member of staff who is designated to take lead responsibility for safeguarding children and ensure they attend a child protection training course that enables them to act and respond to safeguarding concerns	27/10/2023
ensure all staff are trained to have an up-to-date knowledge of safeguarding and child protection issues	27/10/2023
make sure all staff receive an effective induction to help them understand their roles and responsibilities and the nursery's policies and procedures	27/10/2023
provide staff with effective supervision, support, and training to help develop the quality of the provision and provide better outcomes for children	27/10/2023
make certain there is always at least one person who has a current paediatric first-aid certificate on the premises and available at all times when children are present	13/10/2023
ensure there is a named deputy manager, in the manager's absence, to effectively lead the nursery	13/10/2023
make sure that policies and procedures are maintained and shared with staff and parents	27/10/2023
ensure records are accessible and readily available for inspection	27/10/2023
provide food hygiene training for all staff responsible for preparing and handling food	27/10/2023

ensure all staff understand the nursery's strategies for managing and handling behaviour	27/10/2023
identify a member of staff as the nursery special educational needs co-ordinator and put in place effective procedures to support children with special educational needs and/or disabilities.	27/10/2023

Setting details

Unique reference number	204135
Local authority	Essex
Inspection number	10309246
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	2 to 4
Total number of places	30
Number of children on roll	20
Name of registered person	Griffon Day Nursery Ltd
Registered person unique reference number	RP904335
Telephone number	01279 454179
Date of previous inspection	22 February 2018

Information about this early years setting

Griffon Day Nursery registered in 1990 and is privately owned. The provider employs one member of childcare staff, who has an appropriate qualification at level 3. The nursery opens from 8am until 6pm, Monday to Friday, all year around. The nursery provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspector

Lynn Clements

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 provider and inspector completed a learning walk and discussion of the nursery.
- The inspector carried out a joint discussion of the snack preparation activity with the provider.
- Children spoke to the inspector about what they enjoy doing in the nursery.
- Parents and staff spoke with the inspector at various times during the visit.
- The inspector reviewed documentation, including suitability checks of all adults working at the nursery.

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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