

# Inspection of Grove Hall Nursery Ltd

Grove Hall Nursery, 59 Balham Grove, LONDON SW12 8BD

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Inspection date: 15 December 2023

<b>Overall effectiveness</b>	<b>Inadequate</b>
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The quality of education	<b>Inadequate</b>
Behaviour and attitudes	<b>Inadequate</b>
Personal development	<b>Inadequate</b>
Leadership and management	<b>Inadequate</b>
Overall effectiveness at previous inspection	Good

## What is it like to attend this early years setting?

### The provision is inadequate

Children's safety is compromised at this nursery. Leaders do not take prompt action to ensure staff-to-child ratio requirements are always met. For example, at the start of the inspection, there are insufficient staff present to fulfil their roles and responsibilities, particularly in the toddler room. Staff are unable to always supervise children and support their emotional well-being.

Weaknesses in staffing arrangements impacts on the quality of children's learning. Children in the toddler room become bored and disengaged most of the time and learning is incidental. Staff are unable to support children to engage fully in the experiences available. This is because there are low numbers of staff to meet children's individual learning needs. Children occupy themselves well through independent play. However, the environment is chaotic due to insufficient staff numbers. Older children do not have many opportunities to hear and learn new words, or hold back-and-forth conversations because staff are unable to consistently engage with children. This means children are not well prepared for the next stages in their learning and when they move on to school.

Despite these weaknesses, all staff are very caring, hardworking and, overall, children are happy. Staff in the baby room provide an exciting learning environment to help to meet the youngest children's individual needs.

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

- The provider does not monitor the service effectively. The provider does not take prompt action to check that staff qualifications and ratios are maintained. A lack of qualified staff hinders the provider's ability to ensure that the nursery consistently provides high-quality education.
- Despite this, the newly appointed manager has clear plans for improvement and has begun to support positive changes. However, these changes are yet to be fully embedded into practice and provision. She recognises the importance of reflecting on practice and striving for continuous improvement.
- Overall, the manager has an oversight of the day-to-day running of the nursery and of her responsibilities. However, staffing arrangements continue to be poor, particularly at the beginning of the day. The provider does not act swiftly when staff-to-child ratios are breached. This compromises children's health, safety and emotional well-being.
- The manager recognises the importance of working in partnership with parents and other professionals. This helps to promote a consistent approach and provide children with gaps in their learning targeted support.
- There are many recent changes to management and the staff team. The provider has experienced difficulties with staff retention and recruitment at this

time. The provider and manager are proactive in recruitment to help to ensure staff are suitable to fulfil their roles. For example, systems are in place to check that new staff are suitable to work with children.

- Teaching is not good, particularly in the toddler room. Children are not provided with high-quality interactions. This is because very low numbers of staff are too busy with tasks, such as serving breakfast, answering the phone and speaking with parents. Staff are left on their own with large numbers of children. This does not enable staff to focus on teaching. This has a negative impact on children's learning and development. Older children do not make the progress they are capable of.
- Children's needs are not met well. For example, at certain times during the day, there is no adult present in the toddler room who holds a childcare qualification. Staff are unable to plan and deliver an effective curriculum. Staff are unable to set up activities for children to enjoy and engage with before they arrive, and throughout the morning, due to inadequate staff numbers.
- Due to changes to staffing and deployment of staff, the key-person approach is ineffective. For example, staff move between the toddler room and baby room to look after children. Consequently, children do not benefit from an effective key-person system to support their emotional well-being and their learning needs.
- Despite these weaknesses, staff in the baby room know what they want children to learn next. Very young children are confident and independent as they explore this cosy learning environment. For example, they use their senses to explore a range of interesting objects, such as shiny Christmas baubles. Staff support the youngest children to focus on their learning and prepare them for their eventual move to the toddler room.
- Overall, parents speak positively about the nursery. They say that their children are happy to attend, and that staff provide them with feedback about their child's day. Parents welcome parent meetings to discuss their child's care and learning. However, they share their concerns about limited staffing when they drop off their children at the nursery.

## **Safeguarding**

The arrangements for safeguarding are not effective.

Due to the breaches of the safeguarding and welfare requirements, children's safety and well-being are compromised. The manager and staff have a good understanding of their safeguarding responsibility and understand child protection procedures. They are alert to signs of possible abuse and neglect, and if a child is at risk of harm. Leaders understand the procedures to follow in the event of an allegation being made against a member of staff. The premises are secure. There are systems in place to make sure hazards to children are minimised or removed, so that the premises are safe for children to play and learn in.

## **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:**

	<b>Due date</b>
ensure that the ratio and qualification requirements are maintained at all times to help ensure that children are adequately supervised, and to help to keep them safe and from harm	22/01/2024
implement an ambitious curriculum that is deigned to promote children's learning in all areas, and to meet their individual needs, particularly in the toddler room	22/01/2024
ensure that the key-person system is effective to meet children's individual needs, build settled relationships, and promote their emotional well-being.	22/01/2024

## Setting details

<b>Unique reference number</b>	EY416962
<b>Local authority</b>	Wandsworth
<b>Inspection number</b>	10320073
<b>Type of provision</b>	Childcare on non-domestic premises
<b>Registers</b>	Early Years Register, Compulsory Childcare Register
<b>Day care type</b>	Full day care
<b>Age range of children at time of inspection</b>	0 to 4
<b>Total number of places</b>	44
<b>Number of children on roll</b>	40
<b>Name of registered person</b>	Grove Hall Nursery Ltd
<b>Registered person unique reference number</b>	RP902397
<b>Telephone number</b>	02086 731943
<b>Date of previous inspection</b>	17 October 2018

## Information about this early years setting

Grove Hall Nursery Ltd registered in 2010 and is based in Balham, in the London Borough of Wandsworth. It is open each weekday, from 7.30am until 6.30pm. The nursery receives funding for the provision of free early education for children aged three and four years. There are 13 members of staff who work with the children. Of these, seven hold appropriate early years qualifications.

## Information about this inspection

### Inspector

Jane Morgan

## 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 manager talked to the inspector about their curriculum and what they want their children to learn.
- The inspector took account of parent views.
- The inspector talked to staff at appropriate times 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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