

Inspection of Sugarcane Nursery LTD- Nursery on the Heath

Marketing House, Hatfield Heath, Nr Bishops Stortford, Hertfordshire CM22 7EB

Inspection date:

3 December 2024

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

Providers do not ensure that staff have a suitable knowledge about how to safeguard children. They have not ensured that risk assessments are carried out effectively. Not all staff receive an effective induction to ensure that they are fully informed of their role and responsibilities. This compromises the safety and welfare of children. Supervision arrangements are ineffective and do not support staff to raise the quality of their teaching. An ambitious curriculum is not implemented effectively enough so that it builds on what children already know and what they need to learn next, to support them to make good progress.

Despite this, staff frequently praise children for their achievements and this motivates children to have a positive attitude to learning. Babies are inquisitive. For example, they discover their reflection in the mirror and have a go at completing simple puzzles. Staff nurture babies well. They comfort them when they need reassurance. This supports babies' emotional well-being. Staff encourage children to develop their communication skills through the use of songs and provide a commentary to their own and children's actions. Children develop an awareness of shape and size as they visit a Christmas tree farm to choose their preferred tree for the nursery. Older children solve mathematical problems, such as simple addition. They work out how many more pom-poms they need to match the number of dots on a dice.

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

- Providers do not ensure that all staff receive safeguarding training. They do not provide appropriate support to help staff identify if a child is at risk of abuse or neglect or ensure staff know the correct procedure to follow should they be concerned about a child. This compromises the welfare of children.
- Risk assessments are ineffective. There are risks in the environment that, at times, go unnoticed by leaders and staff. For instance, younger children have access to nappy creams and large plastic bags, and storage drawers for equipment are broken, exposing children to sharp edges. This does not assure children's safety.
- Providers do not ensure that all staff receive induction training. This means that some staff are not confident in their understanding of their roles and responsibilities, with particular regard to health and safety.
- Staff do not receive appropriate supervision to help them in their roles. Leaders acknowledge that this is an area for improvement. Staff have access to online training and leaders occasionally deliver group training sessions. However, there are no measures in place to monitor the impact of this or identify further areas for development of staff practice. Children do not consistently benefit from high-quality teaching, which limits their progression. For example, although children

have access to books, staff do not read stories, identified and planned as part of the curriculum, to provide them with a good foundation in literacy. In addition, staff do not adapt their teaching to provide the most-able children with a good level of challenge.

- Staff know children well. They are aware of what is happening in children's lives but do not plan effectively to meet their individual learning needs. Staff do not conduct regular assessments of children's progress to identify and address gaps in their learning. Furthermore, they fail to consistently identify their next steps in learning. For example, staff teach younger children phonics before they have a firm foundation in speaking and listening.
- Parents have access to an online platform and private social media page where staff share photos of their children participating in activities. However, staff do not keep parents informed about how their children are progressing or their next steps in learning. Parents build secure relationships with their child's key person. Staff are yet to build partnerships with other settings that children attend, to support their continuity of learning.
- Staff support young children to take turns and develop respect for each other. They explain why it is important to wait for their turn to go down the slide. Older children are beginning to regulate their behaviour during minor disagreements.
- Children learn to be independent and lead a healthy lifestyle. Staff support them to follow effective hygiene measures prior to serving themselves the nutritious meals that are freshly prepared in the nursery. Children enjoy their time outdoors, where they build on their physical skills. They learn to hold out their arms to support them to balance as they walk along a raised plank.

Safeguarding

The arrangements for safeguarding are not effective.

There is not an open and positive culture around safeguarding that puts children's interests first.

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 that staff receive appropriate safeguarding training to enable them to identify children who may be at risk of harm and know the correct procedures to follow	17/12/2024

ensure that effective risk assessments are in place to minimise risk of harm to children	17/12/2024
ensure that staff receive induction training to help them understand their roles and responsibilities	17/12/2024
ensure that appropriate supervision arrangements are in place for all staff to support and coach them to improve their personal effectiveness	17/12/2024
ensure assessment information is used effectively to identify children's next steps which supports their learning and helps them to make good progress in their learning	17/12/2024
ensure that parents are kept fully up to date with their children's progress and development.	17/12/2024

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

- build partnerships with other settings that children attend, to support their continuity in learning.

Setting details

Unique reference number	EY429000
Local authority	Essex
Inspection number	10366772
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	0 to 4
Total number of places	68
Number of children on roll	73
Name of registered person	Sugarcanes Nursery Ltd
Registered person unique reference number	RP530708
Telephone number	01279 730 331
Date of previous inspection	24 February 2022

Information about this early years setting

Sugarcane Nursery LTD- Nursery on the Heath registered in 2011. The nursery is open from 7.30am until 6.30pm all year round, except for bank holidays and one week over the Christmas period. There are 20 staff members who work directly with the children; of these, eight hold relevant childcare qualifications at level 3 or above. The nursery provides government funded early years education for all eligible children.

Information about this inspection

Inspector
Lorraine Pike

Inspection activities

- We carried out this inspection as a result of a risk assessment, following information we received about the provider.
- The inspector and manager completed a learning walk across all the areas of the nursery to understand how the curriculum is organised.
- A joint observation of an activity was carried out by the inspector and the manager.
- The inspector observed the quality of teaching during activities indoors and outdoors. She assessed the impact this has on children's learning.
- The inspector held a number of discussions with staff at appropriate times during the inspection and spoke to children.
- The inspector held a meeting with the manager, deputy manager and area manager. She looked at relevant documentation, such as evidence of the suitability of staff working in the nursery.
- The inspector took account of the views of parents spoken to on the day and their written feedback.

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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