

Inspection of Green Cave Nursery

10 Vale Road, Tunbridge Wells, Kent TN1 1BP

Inspection date: 6 June 2025

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

There are significant weaknesses at this nursery. The provider does not ensure that safer recruitment procedures are completed in full and that leaders are able to complete induction and individual meetings for staff. They have not effectively risk assessed the environment to ensure appropriate fire safety arrangements are in place. Although there is a new leadership structure, this does not include a named deputy manager. Due to the pressures on the new leadership team, planning and implementing an effective curriculum is lacking. These aspects directly impact on the quality of care and education afforded to children in their earliest years.

Despite the weaknesses, young children settle quickly upon arrival and separate with ease from their parent/carer. Those children who need additional support, such as those who are new to the setting, receive this from the caring staff team. Staff direct children's attention to activities to interest them, such as the baskets full of resources for them to explore. Children enjoy sensory experiences and immerse themselves in the activity. For example, they sit in the large floor tray and enjoy the feeling of the oats slipping through their fingers, watching as they fall. However, learning from activities that take place is incidental and not planned in support of what children need to learn next. This does not help children make good progress in their development.

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

- Leaders are realistic in their current assessment of the quality of the provision. They have clear action plans in place and have been prioritising these appropriately. However, breaches of requirement are evident that impact on children's safety and welfare.
- There are clear procedures in place for recruitment and all staff have undergone a Disclosure and Barring Service check. However, the provider does not ensure that safer recruitment processes are followed consistently to make sure that all elements are completed and information gathered. This does not ensure that staff are, and remain, suitable.
- The provider does not ensure that all staff, including the new management team, receive a full induction to enable them to have a complete understanding of their roles and responsibilities. Leaders have not yet been able to offer staff individual meetings to provide the coaching, support and training they require. This means that staff are not able to be fully effective in their roles and interactions with children. There is also no named deputy, who is qualified and capable to take charge in the absence of a manager, as required.
- The provider has not effectively risk assessed the environment to ensure appropriate fire safety precautions and procedures are in place. For example, a stair gate obstructs a fire exit, which may pose a hazard. This does not keep

children, staff and visitors safe in the event of an emergency evacuation.

- The new leadership team have a clear vision for the future of the nursery. This includes for the development of the curriculum and experiences for children. However, this process has not yet been implemented across the staffing team to ensure that staff plan activities that they base fully upon what children need to learn next. Despite this, staff are kind and caring toward children and have an awareness of children's personalities and interests.
- There is a key-person system in place, however, this is not fully effective. Due to the weaknesses in the planning of the curriculum, staff are not confident in the educational programmes they must deliver to support children's learning and development. This means that activities are often generalised for children, without clear learning intentions, and so not focused on what children need to learn next. This does not support children to make good progress or prepare them for future learning.
- The new team are working to establish good relationships with parents and reviewing procedures to ensure that children settle promptly. For example, they offer several settling-in sessions for children and parents. Parents report that leaders replicate their children's home routines at the setting. For example, babies sleep according to their home routines and staff understand the differing needs of children, such as their different comforters and how they like to be placed down for a sleep.

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, the provider must:

	Due date
ensure that safer recruitment procedures are completed fully for all staff	18/07/2025
ensure that all staff receive an induction to help them understand their roles and responsibilities	18/07/2025
ensure that staff receive regular supervision that provides them with support, coaching and training that promotes the interests of children	18/07/2025

ensure that there is a named deputy who is capable and qualified to take charge in the manager's absence	18/07/2025
ensure that fire exits are free from obstructions	18/07/2025
plan a broad curriculum with challenging and enjoyable experiences for each child in all areas of development and build a strong foundation for children's development in the prime areas	18/07/2025
ensure that the key-person system is effective in making sure that each child's care and education is tailored to meet their needs and that staff are able to offer a settled relationship for the child.	18/07/2025

Setting details

Unique reference number	2519666
Local authority	Kent
Inspection number	10403746
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 3
Total number of places	40
Number of children on roll	12
Name of registered person	Green Cave Daycare Limited
Registered person unique reference number	2519665
Telephone number	01892800033
Date of previous inspection	4 August 2021

Information about this early years setting

Green Cave Nursery registered in 2019. It operates from the Old Post Office, in Tunbridge Wells, Kent, from Monday to Friday, from 7.30am until 6.30pm, all year round. The nursery employs 11 members of childcare staff. Of these, five hold appropriate early years qualifications at level 3. The nursery provides funded early education for children aged two years.

Information about this inspection

Inspector

Helen Penticost

Inspection activities

- The manager and inspector completed a learning walk together and discussed the early years curriculum.
- The inspector carried out a joint observation with the manager.
- The inspector spoke with staff and interacted with children.
- Parents shared their views about the setting with the inspector.
- The inspector viewed the provision and discussed the safety and suitability of the premises.
- We carried out this inspection as a result of a risk assessment, following information we received about the provider.

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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