

# Kidsunlimited Nurseries- Oxford Waterways



Kids Unlimited, 45 Clear Water Place, Oxford, Oxfordshire, OX2 7NL

## Inspection date

12 May 2015

Previous inspection date

7 May 2014

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Requires Improvement	3
How well the early years provision meets the needs of the range of children who attend		Inadequate	4
The contribution of the early years provision to the well-being of children		Inadequate	4
The effectiveness of the leadership and management of the early years provision		Inadequate	4
The setting <b>does not meet legal requirements for early years settings</b>			

## Summary of key findings for parents

### This provision is inadequate

- The quality of teaching is poor across all rooms in the nursery. Staff do not understand how to interact with children to promote their learning.
- Staff do not assess children's learning accurately because they have a poor understanding of child development. They fail to identify the next steps in learning that will help each child to make the very best progress.
- Poor staff interactions mean that children do not spend quality time with a key member of staff. Younger children wander around the room and are left to occupy themselves. Babies receive very little purposeful interaction from staff because the staff do not know or understand the needs of this youngest age group.
- Staff do not promote children's safety and well-being. They are slow to react if they identify a risk and sometimes do not take any action. This is a breach of requirements of the Early Years Foundation Stage and Childcare Register.
- Self-evaluation processes are very basic. They are based on an inaccurate picture of where the nursery is in its journey to improve. The manager does not keep a close check on staff performance or the quality of observation, assessment and planning. This means that priorities for improvement are not effectively identified and addressed.

### It has the following strengths

- Staff show a suitable understanding of their role to report any concerns about a child's well-being.
- Recruitment and vetting procedures are sound and ensure all staff are suitable to work alongside children.

## **What the setting needs to do to improve further**

### **To meet the requirements of the Early Years Foundation Stage the provider must:**

- improve the quality of teaching and learning by ensuring staff respond to children's emerging needs and interests, by skilfully questioning and talking to children, and by building on opportunities for children to develop their own ideas and strategies for doing things
- ensure accurate assessments identify the next steps for children's learning and use information gathered to plan meaningful activities that ignite children's interests and motivate them to learn
- ensure the overall quality of the nursery provision continually improves outcomes for children, by making sure all staff have the skills, training and a clear understanding of their roles and responsibilities
- ensure spaces and equipment are fit for purpose by identifying any potential hazards that pose a risk to children's safety and removing or making safe that hazard, in a timely way.

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

- review and extend the self-evaluation processes to drive continuous improvement by identifying and targeting key aspects of practice that will rapidly improve the quality of teaching, care practices and outcomes for children.

### **To meet the requirements of the Childcare Register the provider must:**

- ensure the premises and equipment used for the purpose of childcare are safe and suitable for that childcare (compulsory part of the Childcare Register)
- take all necessary measures to minimise any risks to the health or safety of the children (compulsory part of the Childcare Register).
- ensure the premises and equipment used for the purposes of childcare are safe and suitable for that childcare (voluntary part of the Childcare Register)
- take all necessary measures to minimise any risks to the health or safety of the children (voluntary part of the Childcare Register).

## **Inspection activities**

- The inspectors observed the activities and experiences offered to children, both inside and outdoors.
- The inspectors completed a joint observation with the manager.
- The inspectors held a meeting with the nursery manager and regional managers, and looked at relevant documentation, such as the nursery's self-evaluation and evidence of the suitability of staff.
- The inspectors spoke to a small selection of parents and children during the inspection and took account of their views.
- This inspection was carried out following the risk assessment process.

### **Inspector**

Melissa Cox and Victoria Frost

## Inspection findings

### **How well the early years provision meets the needs of the range of children who attend. This is inadequate**

Activities are not enjoyed by the children because they are poorly planned and over-directed by staff. They are not planned to take account of the children's age range, developing needs or interests, and therefore do not capture children's attention or help them make good progress. Babies do not always benefit from nurturing interactions as young or inexperienced staff fail to meet their needs. Staff do not help younger children to learn to learn new words. They take over activities and complete artwork for the children. Older children often choose to lead their own play, as activities on offer are mundane and uninspiring. However, staff use 'phonics worktimes' in the pre-school room to help some children to get ready for the move to school. Assessments of children's learning are inaccurate; as a result, parents are not given a true picture of how well their children are doing.

### **The contribution of the early years provision to the well-being of children is inadequate**

Staff fail to do enough to keep all children safe. Risk assessments do not take account of all health and safety hazards and as a result, not all potential risks are minimised. When staff identify a hazard they do not take prompt action to remove or minimise the risk it presents. For example, staff notice adults and children are slipping on a mat positioned on a recently polished floor but they do not do anything about it until the inspector highlights the risk. Staff do not show children how to keep themselves and others safe. Staff do not use toys, equipment and spaces to best effect in order to ignite children's interest and motivate them in their play. Most children are happy and content. Older children play cooperatively with their friends and show they understand the nursery rules. Children have daily opportunities to be physically active outdoors. They ride bikes, dig in the sandpit and play in the mud kitchen. They enjoy healthy, nutritious meals.

### **The effectiveness of the leadership and management of the early years provision is inadequate**

The manager and some room leaders are not effective in their roles and have a poor understanding of their responsibilities. Training opportunities have made little difference to how staff assess and support children's learning. The manager does not monitor the quality of teaching or the provision for children's learning. She also fails to ensure that staff monitor children's progress effectively. Self-evaluation is weak and fails to identify aspects of the provision that require improvement. The provider has not made sure that appropriate action has been taken since the last inspection to target areas identified for improvement. Partnership working is ineffective because staff do not always heed the advice of other professionals involved in children's care. As a result, children's individual care and learning needs are not met.

## Setting details

<b>Unique reference number</b>	EY347496
<b>Local authority</b>	Oxfordshire
<b>Inspection number</b>	1013593
<b>Type of provision</b>	Full-time provision
<b>Registration category</b>	Childcare - Non-Domestic
<b>Age range of children</b>	0 - 8
<b>Total number of places</b>	100
<b>Number of children on roll</b>	120
<b>Name of provider</b>	Kidsunlimited Limited
<b>Date of previous inspection</b>	7 May 2014
<b>Telephone number</b>	01865 310433

Kidsunlimited Nursery-Oxford Waterways is one of a large national chain of nurseries owned by Bright Horizons Family Solutions. It registered in 2007 and is situated in the northern area of Oxford. It opens on weekdays from 7.30am to 6pm throughout the year, except bank holidays. The nursery is in receipt of funding for the provision of free early education for children aged three- and four-years-old. It employs 30 staff, of whom 16 hold relevant qualifications, including staff who have attained Early Years Professional Status.

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