

# Banana Moon Day Nursery Caversham



371 Gosbrook Road, Caversham, Reading, RG4 8ED

<b>Inspection date</b>	7 March 2018
Previous inspection date	Not applicable

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Inadequate</b>	<b>4</b>
	Previous inspection:	Not applicable	
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Inadequate	4
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Inadequate	4

## Summary of key findings for parents

### This provision is inadequate

- The provider fails to ensure staff manage children's behaviour in an appropriate way that supports children's safety and promotes their emotional well-being. Staff fail to keep a record of all occasions where they use physical intervention.
- Staff fail to implement robust risk assessments and do not supervise visitors adequately after they have been let into the nursery. The provider fails to meet the ratio and qualifications requirements. Deployment of staff is ineffective, especially during mealtimes in the baby room. Staff fail to meet children's safety or care needs sufficiently.
- Key persons do not meet children's individual needs adequately. They fail to gather up-to-date information about children's medical needs, including allergies and their need for medicines. Staff fail to keep robust records of when medication is given and do not always gain prior written permission from parents to administer this.
- Staff supervision is ineffective in highlighting and addressing weaknesses in staff practice or rigorous enough to help staff, including those new to the nursery, to understand their roles and responsibilities.
- Staff do not use information taken from observations and assessments of children's learning to plan challenging learning experiences and fail to keep parents up-to-date about their children's progress. Children make poor progress in their learning.

### It has the following strengths

- The provider has identified some of the weaknesses in teaching and has taken some steps to improve the quality of the play spaces and how staff assess children's learning.

## What the setting needs to do to improve further

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

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

	<b>Due Date</b>
<ul style="list-style-type: none"> <li>■ develop staff understanding on how to manage children's behaviour in an appropriate way, that is specific to children's individual needs and supports their well-being and safety effectively</li> </ul>	09/04/2018
<ul style="list-style-type: none"> <li>■ keep a record of any occasion where physical intervention is used, and inform parents and/or carers on the same day, or as soon as reasonably practicable</li> </ul>	09/04/2018
<ul style="list-style-type: none"> <li>■ ensure that effective risk assessments are undertaken to identify, check and remove hazards to children's safety, with particular regard to the supervision of visitors in the nursery once they have been let in by staff, and to minimise risks for children who have additional medical and dietary needs</li> </ul>	09/04/2018
<ul style="list-style-type: none"> <li>■ ensure that the ratio and qualification requirements are met and that there are sufficient qualified staff present at all times to meet children's individual needs</li> </ul>	09/04/2018
<ul style="list-style-type: none"> <li>■ improve the effectiveness of staff deployment to meet children's care and learning needs and ensure their safety at all times, with particular regard to supervising children effectively during mealtimes in the baby room</li> </ul>	09/04/2018
<ul style="list-style-type: none"> <li>■ implement an effective key-person system so that each key person fulfils their role in ensuring that each child's care is tailored to meet their individual needs, offer a settled relationship for the child and build a relationship with parents</li> </ul>	09/04/2018
<ul style="list-style-type: none"> <li>■ implement an effective policy and procedures for administering medicines that includes systems for obtaining and keeping up-to-date information about a child's needs for medication</li> </ul>	09/04/2018
<ul style="list-style-type: none"> <li>■ obtain written permission from the child's parent and/or carer before administering medication, keep a written record each time it is administered, and inform the parent and/or carer of this</li> </ul>	09/04/2018
<ul style="list-style-type: none"> <li>■ ensure arrangements for induction and staff supervision are effective in providing support, coaching and training, and enable staff to discuss any issues, particularly relating to children's development or medical needs, child protection concerns and behaviour management.</li> </ul>	09/04/2018

**To meet the requirements of the early years foundation stage the provider must:**

	<b>Due Date</b>
■ ensure staff use observation and assessment to accurately identify where children are in their learning and what they need to learn next, and keep parents and carers involved in children's care and learning so they are regularly informed about their child's progress	09/04/2018
■ plan challenging and enjoyable experiences that cover all the areas of learning and development effectively, taking into account the individual needs, interests and stage of development of each child, including those who need more support.	09/04/2018

**Inspection activities**

- The inspector observed children's play indoors and outdoors.
- The inspector looked at samples of children's assessment folders, and discussed children's learning with the staff, manager, area manager and the provider.
- The inspector spoke with the staff, parents and children at appropriate times during the inspection. She held a meeting with the provider, area manager and manager.
- The inspector conducted a joint observation of an activity with the manager in the toddler room.
- The inspection took place following Ofsted's risk assessment process.

**Inspector**  
Melissa Cox

## Inspection findings

### Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. Staff lack the skills to manage children's behaviour appropriately. On the day of the inspection, the inspector became aware of an incident that occurred where a member of staff used physical intervention to manage a behaviour incident. This incident led to a child sustaining red marks to their hands due to the manner and force of the restraint used. Although a record was kept as required, staff were unable to provide records of prior occasions when they have used restraint. In addition, the provider has not sufficiently trained staff in how to implement the nursery's policy to support children's safety and emotional well-being when they struggle to manage their feelings. Risk assessment procedures are ineffective and do not ensure children's safety. Visitors to the nursery are left on their own in the reception area of the premises without adequate supervision by staff. This compromises children's safety as adults can readily access rooms in the nursery, including the main office, unobserved. This safety risk was identified at a recent self-audit of the nursery and, due to the failure of staff to observe safety protocols, still remains. In addition, despite an incident occurring in the nursery where a young child was able to access food to which they were allergic, staff have failed to take prompt and effective action to prevent this from happening again. They do not successfully implement their own procedures consistently, such as the newly introduced colour-coded photograph mats to help staff identify children with allergies or additional dietary requirements. The provider fails to maintain the required staffing and qualification ratios. For example, on some days there is a lack of qualified staff to care for the children and at times, including early mornings, there are insufficient numbers of staff overall on the premises to care for the children as required. Although the provider has identified this, they have not taken swift action to address this weakness which places children's safety at risk. Staff supervision does not help staff to improve their teaching practice or meet the needs of the children adequately. Staff are ill-prepared to carry out their roles and responsibilities, and new staff are not always clear on how to follow nursery procedures. Despite the failure to take decisive action to address the significant weaknesses in the nursery in a timely way, the new manager is taking some steps to improve practice. More recently, staff have benefited from training to improve their understanding of signs and symptoms that may indicate a child is at risk of harm, including where children may be exposed to extreme behaviours and views. The provider suitably responds to concerns raised by parents and maintains a record as required. The provider ensures suitable recruitment procedures are followed to check staff suitability.

### Quality of teaching, learning and assessment is inadequate

Due to the ongoing weaknesses in staff deployment and staffing issues, the quality of teaching is inconsistent across the age ranges and, at times, weak. For example, poor organisation in the rooms or within the routines, has a negative impact on the quality of the children's learning experiences. At times, inadequate staff deployment results in qualified staff setting up for lunch and sleep time, while less qualified and inexperienced staff were outside with the children. This does not support the learning needs of those children who prefer to learn outside effectively. Staff have made some improvement in the accuracy and effectiveness of the assessments they make, and recent improvements to teaching are still becoming embedded. However, staff fail to offer children good levels of

challenge during activities. Staff lack adequate support to use information from assessments sufficiently to plan children's next steps in learning and ensure they make good progress. Systems for engaging parents in effective partnership to support children's learning are still developing.

### **Personal development, behaviour and welfare are inadequate**

Staff are not vigilant in promoting children's welfare and children's health is significantly compromised. They do not gather enough information from parents on children's medical and dietary requirements to meet children's needs sufficiently or keep this information up-to-date. Staff do not implement an effective medication policy, including noting sufficient details of the medication they have given or gaining prior written permission from parents for the administration of medication for use in emergency situations. Key persons do not meet children's individual needs or fulfil their role in ensuring that they offer a settled relationship for the child. Poor organisation and ineffective staff deployment frequently interrupt the flow of the day. In particular, at lunchtime, staff leave the youngest children on their own and do not supervise them effectively while they set up for lunch. They fail to respond appropriately to signs that they are falling asleep or do not meet their basic care needs, such as wiping their noses. Despite the significant weaknesses in promoting children's welfare, there are sufficient first-aid qualified staff on the premises at all times. The kitchen area of the nursery is clean and well maintained. The cook continues to ensure that she prevents cross-contamination of children's meals, for example, by using separate utensils for specific allergens and labelling the meals she prepares for individual children. Staff maintain a record of accidents that occur on the premises and share these with parents.

### **Outcomes for children are inadequate**

Weaknesses in staff deployment, teaching, planning and assessment impact negatively on children's learning experiences and their readiness for school. Children do not receive adequate challenge and the interaction they need to fully prepare them for the next stage in their learning. Older children sometimes lack interest in the activities on offer and find it hard to concentrate and remain engaged. Children do, however, develop suitable levels of independence, for example, babies learn to feed themselves and toddlers makes choices in their play. All children develop their physical skills as they run and climb outdoors.

## Setting details

<b>Unique reference number</b>	EY501395
<b>Local authority</b>	Reading
<b>Inspection number</b>	1126337
<b>Type of provision</b>	Full-time provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register, Compulsory Childcare Register
<b>Age range of children</b>	0 - 5
<b>Total number of places</b>	74
<b>Number of children on roll</b>	64
<b>Name of registered person</b>	Sunshine Corner Limited
<b>Registered person unique reference number</b>	RP910126
<b>Date of previous inspection</b>	Not applicable
<b>Telephone number</b>	01189475502

Banana Moon Day Nursery Caversham registered in September 2016. It is located in the Caversham area of Reading, in Berkshire. The nursery is open each weekday from 7.30am to 6.30pm, throughout the year, with the exception of one week between Christmas and New Year. The nursery provides free early education for children aged two, three and four years. The nursery employs 20 staff, of these, 14 hold relevant childcare qualifications at level 2 or above.

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