

# Banana Moon Day Nursery Caversham

371 Gosbrook Road, Caversham, Reading RG4 8ED



<b>Inspection date</b>	22 August 2018
Previous inspection date	7 March 2018

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Inadequate</b>	<b>4</b>
	Previous inspection:	Inadequate	4
Effectiveness of 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

### The provision is inadequate

- Procedures for monitoring and evaluating the nursery are inadequate. The provider has failed to identify and address all actions raised from the last inspection and subsequent visits. Significant weaknesses and breaches in requirements still remain and the provider shows a poor capacity to improve.
- Significant weaknesses remain for staff performance, induction and supervision, behaviour management, key-person systems, and observations and assessments. These compromise children's well-being and learning.
- The leadership team does not ensure staff fully follow all policies and procedures of the nursery. For example, staff do not record all accidents or incidents to ensure children's welfare.
- Staff put younger children's health at risk of cross-infection because they do not ensure good hygiene practices are maintained.
- The provider fails to ensure that staff complete progress checks for children aged between two and three years. Parents do not receive a written summary of their children's progress, as required.

### It has the following strengths

- All children have daily opportunities for fresh air and physical activity.
- At the inspection, some parents commented that they have seen some positive changes in the nursery and that, overall, their children separate from them with ease.

## 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:

	Due date
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	21/09/2018
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, they offer a settled relationship for the child and build a relationship with parents	21/09/2018
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	21/09/2018
ensure staff follow the nursery's policies and procedures for behaviour management and accident recording to maintain good practice	21/09/2018
review hygiene routines to ensure necessary steps are taken to prevent the spread of infection, with particular regard to younger children's drinks.	21/09/2018

### To meet the requirements of the early years foundation stage and Childcare

#### Register the provider must:

	Due date
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	21/09/2018
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 children's progress	21/09/2018
complete the required progress checks for children aged between two and three years and provide a written summary of children's progress to their parents.	21/09/2018

## Inspection activities

- The inspectors observed activities and learning experiences available to children.
- The inspectors observed interactions between children and staff and interacted with the children as they played.
- The inspectors asked staff questions about their work and observed practice with the manager.
- One of the inspectors spoke to some parents about their views and opinions of the provision and considered these.
- The inspectors sampled documentation.

### **Inspectors**

Tracy Bartholomew

Gillian Herring

## Inspection findings

### Effectiveness of leadership and management is inadequate

The provider has failed to make sufficient improvements to the provision since the last inspection. Safeguarding is not effective. Although staff now understand the procedures to follow in the event of a concern, they do not safeguard children well enough. Staff do not manage all children's behaviour appropriately and do not offer reassurance to them to help them feel safe. Poor behaviour often goes unnoticed by staff who take no action to minimise or prevent incidents and accidents happening. In addition, staff do not correct children for hitting, pushing, poking or squealing in the faces of their peers. The management team has offered staff training on behaviour management. However, staff do not put this training into practice adequately, which results in some children being intimidated or hurt by others. The provider has not met all actions raised at the last inspection linking to learning, development and assessment, which means children have poor opportunities for continuous learning. The provider has taken insufficient action to ensure that staff induction and supervision are up to date. For example, newly appointed staff do not have ongoing reviews as per the induction process. Also, not all staff have their action points followed up from previous supervision. This includes improving procedures for reviewing children's learning and assessment to make accurate accounts of the children's development. Furthermore, not all staff follow the nursery's policies and procedures for accident recording to maintain good practice. Therefore, the management team manages ongoing performance poorly. The provider has appointed a deputy manager and has suitable risk assessments in place to ensure that the premises are safe and secure.

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

The provider has failed to meet the actions raised at the last inspection. For example, assessments of children's development are not reliable because they have not been updated. Staff do not use the observations and assessments to support children's learning. For example, older children's next steps do not accurately match to their individual needs. In addition, staff do not plan activities linked to younger children's next steps. For instance, they plan for children's exploration for media and materials, even though there are clear gaps in the children's learning for communication and language and personal, social and emotional development. This means that key workers are not focusing on the most important areas of learning. The provider fails to ensure that staff complete progress checks for children aged between two and three years. Therefore, parents do not receive a written summary of their children's progress, as required. In addition, the provider does not have an accurate understanding of staff assessments to inform reviews of children's overall learning. Despite this, some staff provide appropriate activities and offer some positive support to children. For example, older children have opportunities to be creative and babies enjoy and are encouraged to be part of the interactive singing times.

### Personal development, behaviour and welfare are inadequate

Weaknesses in leadership have a significant impact on children's personal development, behaviour and welfare. Staff operate a key-person system. However, this is ineffective at meeting the needs of all children in the nursery. For instance, when new children attend

for settling-in visits, staff pass them to each other despite the children crying. This does not help children form secure attachments to their key person. Furthermore, staff take older children out of group activities without asking them what they would like to do. The play environment is safe and well maintained, and children enjoy freshly prepared nutritious snacks and meals. However, staff put some babies at risk of infection because they do not ensure they drink from the correct beakers. This compromises their good health. Staff help children to develop their understanding of safety. For example, children practise fire drills and learn what to do in the event of an emergency.

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

Staff fail to support children's learning and progress sufficiently. They do not notice the poor behaviour of some children and the negative impact this has on the enjoyment of their friends. Some children are not motivated to join in with activities, and teaching is not consistent to support children's communication and language. Overall, the poor teaching and support mean that children do not make good enough progress in readiness for school.

## Setting details

<b>Unique reference number</b>	EY501395
<b>Local authority</b>	Reading
<b>Inspection number</b>	10056989
<b>Type of provision</b>	Full day care
<b>Registers</b>	Early Years Register, Compulsory Childcare Register
<b>Day care type</b>	Childcare on non-domestic premises
<b>Age range of children</b>	0 - 5
<b>Total number of places</b>	74
<b>Number of children on roll</b>	52
<b>Name of registered person</b>	Sunshine Corner Limited
<b>Registered person unique reference number</b>	RP910126
<b>Date of previous inspection</b>	7 March 2018
<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 three and four years. The nursery employs 14 staff, of whom, 12 hold relevant childcare qualifications at level 2 or above.

This inspection was carried out by Ofsted 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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