

Royal Free Hospital Staff Day Nursery

27-29 Pond Street, London NW3 2PN



Inspection date	12 February 2019
Previous inspection date	5 April 2016

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Good	2
Effectiveness of leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Requires improvement	3
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Requires improvement	3

Summary of key findings for parents

This provision is inadequate

- The leadership and management team has not consistently followed their safeguarding policy and procedures. Information about an allegation made against a member of staff was not shared, as required, with the local safeguarding designated officer or Ofsted, which puts children at risk.
- The leaders and manager do not ensure new staff know the procedures to follow to report a concern for a child's welfare.
- Staff do not ensure children's safety on the stairs. Staff do not adequately supervise the children as they mount the stairs, which exposes them to slips and falls.
- Staff do not use fire control equipment appropriately, such as fire doors, which puts children and other adults at risk in the event of a fire.
- The leaders and manager do not provide staff with effective supervision and support. She does not help them to discuss sensitive issues and improve their practice in helping children to make consistently good progress.
- Some staff do not assess children's development or plan effectively for their learning and development. The inconsistency in assessments for some children means their next steps in development have not been fully considered and planned for.
- Although the new manager has started to review individual children's assessments, she does not have sufficient information to fully identify any gaps in teaching and learning.

It has the following strengths

- Staff provide a range of activities to support babies' developing physical skills. They support babies to sit, crawl and walk. Babies learn to balance and coordinate their bodies as they move to music.

What the setting needs to do to improve further

To meet the requirements of the early years foundation stage and Childcare Register the provider must:

	Due date
implement the policy and procedures to safeguard children, in line with the Local Safeguarding Children Board procedures	19/02/2019
inform Ofsted of any allegations of serious harm or abuse by any person working on the premises	19/02/2019
ensure new staff understand how to report any concerns they have for a child's welfare, to protect them from abuse or neglect	19/02/2019
take all reasonable steps to ensure children are not exposed to risks, particularly on the stairs	19/02/2019
take reasonable steps to ensure the safety of children, staff and others on the premises in the case of fire or any other emergency	19/02/2019
provide staff with supervision and support to discuss any issues, including children's development, to promote children's interests and improve teaching and learning	12/03/2019
ensure all staff make accurate assessments of children's development and use this to plan an exciting and challenging range of activities in response to each child's emerging needs and to promote their learning.	12/03/2019

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

- monitor children's development more consistently to identify any gaps in teaching and learning to ensure individual and groups of children make good progress.

Inspection activities

- The inspection was carried out following the risk assessment process.
- The inspector sampled documentation, including the safeguarding policy and procedures and children's development records.
- The inspector observed the staff and children's interactions.
- The inspector and the manager completed a joint observation and discussed the effectiveness of teaching and learning.
- The inspector spoke to parents and considered their views.

Inspector
Ruth George

Inspection findings

Effectiveness of leadership and management is inadequate

Safeguarding is ineffective. Leaders do not follow the local safeguarding procedures. They did not inform the local authority designated officer of a member of staff who was alleged to have behaved in a way that may have harmed a child, prior to an investigation taking place. In addition, they did not inform Ofsted of the allegation, as required. Leaders and the manager do not evaluate the possible risk of harm to children or respond appropriately. Leaders provide staff with a corporate induction, which includes child protection training. However, the manager does not ensure, as part of the nursery induction, that new staff have a thorough understanding of the procedures to follow if they have a concern for a child's welfare. Other staff understand how to recognise the signs that a child may be at risk of harm and how to report their concerns to protect children from harm. The new manager has evaluated the provision, identified some weaknesses in practice and taken some steps to address these. For example, she has started to monitor individual children's progress in learning but has not collated this information to review the inconsistencies in planning and assessment. Parents comment positively about the nursery. They receive daily updates from staff that keep them up to date with their children's activities.

Quality of teaching, learning and assessment requires improvement

Not all staff assess children's development or plan accurately for their next steps in learning. It is unclear whether these children have made consistent progress since they started at the nursery. Some staff do not share what they know about children with the child's new key person when they move into a new room. Nonetheless, staff support babies to listen and respond to sounds. They show babies how to shake their hands and move their bodies to familiar songs and music. Staff engage children in stories, encouraging them to point to pictures and pronounce words. Staff introduce babies to early mathematical language. For example, while babies explore sand, staff introduce words, such as 'full' and 'empty' as they fill containers. Staff describe older toddlers' actions, for example, saying, 'Round and round' as they draw and make circular marks.

Personal development, behaviour and welfare are inadequate

Leaders and the manager do not ensure staff keep children safe at all times. Staff do not take reasonable steps to ensure children are not exposed to risks. They prop fire doors open that are clearly marked to keep closed. In addition, when moving children up the stairs they do not give enough support or guidance to help children climb the stairs safely. Staff help babies and toddlers to develop their large and small muscles. They support children to sit and reach for toys, to crawl, cruise and walk. Staff teach children to understand the importance of washing their hands. Toddlers enjoy putting soap on their hands, rubbing them together and running the water over their hands to make them clean.

Outcomes for children require improvement

Children enjoy a range of activities but it is not clear if all children have made good progress from their starting points because of the weaknesses in assessment and planning. Even so, children learn a range of skills. Toddlers enjoy listening to stories and

communicate confidently. They name characters and animals in books, such as a monkey. Babies settle well with their key person and confidently explore toys and new experiences. For example, they enjoy experimenting with glue and sticking on tissue paper. Children who need extra help have opportunities to practise specific skills in a range of ways that help to strengthen their abilities.

Setting details

Unique reference number	EY482404
Local authority	Camden
Inspection number	10094605
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register
Day care type	Full day care
Age range of children	0 - 2
Total number of places	46
Number of children on roll	35
Name of registered person	Royal Free London NHS Foundation Trust
Registered person unique reference number	RP534047
Date of previous inspection	5 April 2016
Telephone number	020 7794 9773

Royal Free Hospital Staff Day Nursery has been operating for many years and re-registered in 2014, in line with changes to the trust. The nursery only accepts staff's children from the hospital. It is situated in the London Borough of Camden. The nursery is open each weekday from 7.30am to 5.45pm for 51 weeks of the year. The nursery employs 13 staff. The manager has qualified teacher status, seven staff hold a childcare qualification at level 3 and five staff hold a qualification at level 2.

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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