

Royal Free Hospital Staff Day Nursery

27-29 Pond Street, London NW3 2PN



Inspection date	23 July 2019
Previous inspection date	12 February 2019

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Inadequate	4
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 provider has failed to rectify breaches of the early years foundation stage to ensure children's safety and progress. Improvements that have been initiated have not been far reaching enough to ensure practice is consistently good.
- The most able children behave in low-level disruptive ways because they are not sufficiently challenged in their learning. Some staff fail to tackle unwanted behaviour.
- Staff knowledge of safeguarding remains weak. Staff are unaware of their role in keeping children safe from harm, particularly in the event of an allegation being made.
- Children are exposed to the risk of injury. Staff do not consistently identify or reduce risks in the environment to ensure children's safety.
- Staff receive supervision, but this has not been effective in ensuring the quality of teaching is consistently good.
- Children enjoy a variety of activities. However, staff do not always plan effective activities for older children to engage them in high-quality learning opportunities.
- Older children do not consistently gain good self-care skills as staff eagerly complete tasks they should be learning to do for themselves, such as wiping their own nose.

It has the following strengths

- Staff share warm positive relationships with children. They provide kindness, cuddles and reassurance, particularly when children are upset or tired.
- Children benefit from the close attention staff give to ensuring sun safety. Staff ensure children keep their hats on, drink plenty of water and wear protection.

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
ensure that all staff have up-to-date knowledge of safeguarding so they are fully aware of the action to take if they have any concerns about a child's safety or well-being, and this must include procedures to follow in the event of an allegation being made	06/09/2019
use strategies for managing children's behaviour which are consistent and support children to behave in appropriate ways	06/09/2019
assess the risks or hazards which may arise to all children, identify aspects of the environment that need to be checked regularly and take steps to remove, minimise and manage those risks and hazards to keep children safe	30/08/2019
ensure that staff's professional development needs are identified and met through ongoing supervision, support and training, so that the quality of teaching and learning improves.	06/09/2019

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

	Due date
ensure the planning of activities and children's play experiences support all children to be consistently engaged and make successful progress in their learning and development	06/09/2019
provide all children with consistent opportunities to gain vital self-care skills, to ensure they are prepared well for their next stage in learning.	06/09/2019

Inspection activities

- The inspector observed the quality of teaching and the impact this has on children's learning.
- The inspector spoke with staff and children at appropriate times during the inspection.
- The inspector held a meeting with the leadership and management team to discuss the improvements made since the last inspection.
- The inspector conducted a joint observation with the manager.
- The inspector spoke with parents during the inspection and took account of their views.

Inspector

Malini Mandalia

Inspection findings

Effectiveness of leadership and management is inadequate

Despite attending safeguarding training, staff do not have a secure knowledge of child protection, which compromises children's safety. Some staff have an insecure knowledge of the signs that a child may be exposed to risk of harm. Staff knowledge of how to report concerns, and of procedures to follow in the event an allegation is made against them, is particularly weak. As a result, safeguarding is not effective. Risks in the environment are not consistently identified to protect children from injury. Staff complete daily checks but fail to remove items such as cleaning products from children's reach. Children's safety is further compromised because where risks have been identified, such as damaged play surfaces, they are not reduced effectively. Staff do not always consider how their actions can increase the risk of injury to children. They place electrical equipment, such as fans, within easy reach of young children. Parents report that they are very pleased with the care and learning their children receive. Since the previous inspection, staff have supervision more often. However, it is not used effectively to identify staff development in order to improve the quality of teaching.

Quality of teaching, learning and assessment requires improvement

The quality of teaching is inconsistent and continues to require improvement. Older children do not always have access to activities which are planned effectively to sustain their interests and ensure their progress. Staff do not use the information from their assessments to provide consistently purposeful play for older children. As a result, older children, particularly the most able children, are not sufficiently challenged in their learning. In contrast, staff in the baby room work well together. As a result, babies benefit from a range of planned activities to support their development. They receive effective support to gain important physical skills, such as crawling and walking. Babies squeal with delight as they are encouraged to explore the feel of paint with a brush and their fingertips. They enjoy the sensory exploration, communicating their sense of achievement as they giggle and clap when praised for creating a print of their hands.

Personal development, behaviour and welfare are inadequate

Children's behaviour is not managed effectively. Older children are not provided with clear explanations about what is expected of them, to help them learn to manage their emotions and their behaviour. Children do not respond to staff's repeated instructions to simply 'stop' certain unwanted behaviour, such as jumping on cushions at story time. Their behaviour is compounded by some staff ignoring challenging behaviour, which does not ensure a consistent approach to teaching children how to behave well. At other times, children talk to one another or lightly hit one another, when they are supposed to be listening to stories or eating their meal. Children enjoy cooked meals and staff frequently remind them to keep drinking water to remain hydrated. Babies enjoy relaxed mealtimes where staff support them to enjoy their food and allow them to explore eating with a spoon. Older children have limited opportunities to gain self-care skills, as staff eagerly complete simple tasks for them.

Outcomes for children require improvement

The quality of teaching is variable. As a result, children do not make consistently good

progress. Older children participate in activities such as water play, and staff support them to learn new words, such as 'fast' and 'slow'. However, staff fail to extend children's thinking when they are interested in how things work. Older children have little to do when they return indoors, and staff fail to engage children meaningfully. During small-group activities, children ably count to 10 when prompted but become distracted as they are under-challenged. Assessment for younger children is more accurate and babies receive strong support to gain the skills they need in their next stage of their learning. They learn to babble and move their bodies in time to the rhythm in popular rhymes as staff teach them to notice the tune.

Setting details

Unique reference number	EY482404
Local authority	Camden
Inspection number	10098650
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	12 February 2019
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. It is situated in the London Borough of Camden and only provides care to children of the hospital staff. The nursery is open each weekday from 7.30am to 5.45pm for 51 weeks of the year. It employs 13 staff. The manager has qualified teacher status, and 10 staff hold appropriate childcare qualifications.

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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