

# Bubbles Nursery and Out of School Club

Wilmott Place, Sandwich CT13 0QB



<b>Inspection date</b>	24 July 2019
Previous inspection date	24 August 2016

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Inadequate</b>	<b>4</b>
	<b>Previous inspection:</b>	<b>Good</b>	<b>2</b>
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

### This provision is inadequate

- The provider has not ensured all staff receive training on the safeguarding policies and procedures, which has a significant impact on the safety and well-being of children.
- The provider does not implement induction and supervision procedures to ensure that staff working with children understand their roles and responsibilities.
- The provider does not ensure that parents are appropriately informed about significant changes at the nursery, such as changes in staffing.
- The management team at the nursery does not adequately monitor staff to ensure they have sufficient understanding of the early years foundation stage and know how to extend learning to ensure all children make progress.
- The provider is not fully aware of the changes that must be notified to Ofsted, such as a change of management at the nursery.
- The manager has not received training on the assessment system used for tracking children. As a result, she is not able to monitor individuals and groups of children to ensure any gaps in learning are quickly addressed.

### It has the following strengths

- Children are happy, know the daily routines and confidently explore the nursery.
- Staff provide children with healthy meals and are aware of how to meet the needs of children who have a food intolerance or allergy.
- Staff offer children a range of opportunities to exercise, such as using large play equipment in the garden.

## 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
ensure that all staff receive training to enable them to understand the safeguarding policies and procedures, including their responsibilities under the 'Prevent Duty guidance for England and Wales 2015'	23/08/2019
implement robust induction and supervision procedures to ensure staff understand their roles and responsibilities within the nursery	23/08/2019
improve communication between parents to share information about children's learning and development, and keep them informed of any changes at the nursery	23/08/2019
ensure staff have the required knowledge and skills to provide quality teaching and learning experiences for children	23/08/2019
improve staff knowledge of changes and events that must be notified to Ofsted.	23/08/2019

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

- implement secure tracking and monitoring systems to effectively track the learning progress of individuals and different groups of children's progress over the year.

### Inspection activities

- The inspection was carried out following a risk assessment conducted by Ofsted.
- The inspector observed the interaction between staff and children and spoke to staff, children and parents to gain their views.
- The inspector carried out a joint observation with the manager.
- The inspector sampled a range of documentation including staff files, children's learning and development folders, and accident and complaints records.
- The inspector spoke to the area manager and manager to gather information on how existing staff and those taking on new roles are supported.

**Inspector**  
Sara Garrity

## Inspection findings

### Effectiveness of leadership and management is inadequate

Safeguarding is not effective. The provider does not ensure that all staff at the nursery receive regular safeguarding training and understand how to follow the nursery's safeguarding policies and procedures. As a result, staff do not have a secure knowledge of the signs and symptoms which may cause concern in relation to child protection and identifying concerns of extreme behaviours and views. Consequently, children's welfare is compromised. The provider carries out secure recruitment procedures, however they have not implemented thorough induction and supervision sessions to support new and existing staff in their roles. The new manager is suitably qualified and is aware of the weaknesses in the nursery. However, she is not confident with the nursery's, administrative procedures and her responsibilities in managing the nursery. Staff do not have the required skills and knowledge to ensure they extend babies' and children's learning and plan an engaging environment. As a result, children do not make the progress they are capable of. Partnerships with parents are weak. The provider has not informed parents of changes in staffing at the nursery. Therefore, parents are not updated on changes to their child's key person and how their child's individual needs are being met. The provider has neglected to inform Ofsted of a change in management at the nursery within 14 days, which is an offence. On this occasion, Ofsted is not taking any further action. The manager has not received training on the assessment system used for tracking children. As a result, she is not able to monitor individuals and groups of children to ensure any gaps in learning are quickly addressed. The staff work with other professionals to support children moving on to school.

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

Staff do not make effective use of their knowledge of the children's stage of development to plan a suitably challenging environment. For instance, children are not given opportunities to develop their independence and do things for themselves such as cut out their own shapes to make cards. Babies and children have limited opportunities to develop their interest in books and printed materials as they play. Staff do not allow children to take control of activities and develop their curiosity and problem-solving skills. For instance, staff do not ask children skilful questions to broaden their communication and language skills when they play matching games. Staff do not provide children with opportunities to fulfil their learning capabilities. For instance, they do not give children opportunities to use media and materials in original ways and be creative in their play. Staff do not extend children's learning to help develop their mathematical skills. For instance, they do not make effective use of opportunities, such as washing cars, to explore size and shape and talk about the world around them.

### Personal development, behaviour and welfare are inadequate

Staff do not support children to learn how to stay safe in the nursery and this has a negative impact on their welfare. For example, they do not fully support children to learn how to use scissors safely. Staff do not apply consistent rules and boundaries, such as not running inside or playing in the toilet area. Staff are not aware when children are not engaged in purposeful play. They do not provide children with a suitably engaging and interesting learning environment. For example, children have limited resources to enable

them to extend their play indoors and outdoors. Children's behaviour is appropriate for their age.

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

All children, including those with special educational needs and/or disabilities and those who speak English as an additional language, are not adequately supported in their learning and play. They are not making the progress they are capable of while at the nursery. For instance, children do not receive sufficiently engaging activities that motivate them to learn and develop their interests in literacy and mathematics. Children are not effectively prepared for their next stage in learning and eventual move to school.

## Setting details

<b>Unique reference number</b>	EY479041
<b>Local authority</b>	Kent
<b>Inspection number</b>	10116512
<b>Type of provision</b>	Childcare on non-domestic premises
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Day care type</b>	Full day care
<b>Age range of children</b>	0 - 7
<b>Total number of places</b>	25
<b>Number of children on roll</b>	36
<b>Name of registered person</b>	Alpha Nurseries Ltd
<b>Registered person unique reference number</b>	RP900801
<b>Date of previous inspection</b>	24 August 2016
<b>Telephone number</b>	01304 615487

Bubbles Nursery and Out of School Club registered in 2014 and is located in Sandwich, Kent. It is one of 17 nurseries owned by Alpha Nurseries Ltd. It is open five days a week from 7.30am to 6pm, for most of the year. The provider receives funding to provide free early education for children aged two, three and four years. The setting employs seven members of staff, five of whom hold relevant early years qualifications at level 3. The manager has achieved a qualification at level 6.

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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