

Inspection of Honey Pot House Day Nursery (Knowle)

1741 Warwick Road, Knowle, Solihull B93 0LX

Inspection date: 10 October 2022

Overall effectiveness

Inadequate

The quality of education

Inadequate

Behaviour and attitudes

Inadequate

Personal development

Inadequate

Leadership and management

Inadequate

Overall effectiveness at previous inspection

Not applicable

What is it like to attend this early years setting?

The provision is inadequate

Children's safety is not assured because the provider has not ensured that they continue to comply with the requirements set out within the 'Statutory framework for the early years foundation stage'. Weaknesses in recruitment and vetting procedures mean that managers have not properly assessed the suitability of staff who work with children. Staff lack knowledge of safeguarding issues and whistle-blowing procedures. Managers do not ensure that there is always somebody on site and available when children are present who holds a current paediatric first-aid certificate. Staff's knowledge of risk assessment is weak. As a result, children are not safeguarded.

Most children arrive at nursery happily. They settle into their rooms and seek out familiar staff to share books with. However, they quickly become bored because routines do not motivate them to learn. Babies spend a lot of their time disengaged. They wander aimlessly around the room or stand at the door. Staff attempt to repeatedly involve them in water play. However, they do not recognise that children have lost interest in this. Staff do not reflect on this and vary the activities for children to keep them interested. Two-year-old children sing songs, read stories and recall what different faces mean, such as happy or angry. However, they are expected to sit for a long time for different group times. Staff are not responsive when they get up and they continue to bring them back to sit down. Older children develop some mathematical skills as they fill and empty different sized jugs and containers and count objects. However, at times, teaching is too directive. For example, when children use their imagination while playing with conkers alongside their friends, staff remove these from them. They tell them they have already played with the conkers and give them another resource to play with instead. Staff do not identify opportunities in children's play to build on their interests and learning.

What does the early years setting do well and what does it need to do better?

- Leaders and managers have failed to follow safe recruitment procedures to check the suitability of staff who work with children. This includes obtaining an enhanced criminal records check for all staff. Staff whose suitability has not been checked have unsupervised contact with children. This impacts on children's safety.
- Leaders and managers do not have a good enough oversight of the quality of provision. Although staff receive some supervision and training opportunities, these are not effective. Some staff lack knowledge of safeguarding issues and procedures. Managers do not identify and address weaknesses in staff's practice, knowledge and skills, in order to help them improve their personal effectiveness. As a result, children are not properly safeguarded, and staff do not consistently

promote the interests of all children.

- Leaders and managers have failed to ensure that there are a sufficient number of staff who hold a current paediatric first-aid certificate. At times, there is nobody on site who holds one. On occasions, the deployment of staff who do hold a current paediatric first-aid certificate is not effective to ensure they would be able to respond in an emergency, such as in another part of the premises. This puts children's safety at risk.
- Although the manager has some understanding of what she intends for children to learn, staff lack knowledge of the curriculum and areas of learning they teach. As a result, they do not understand what children need to learn next. At times, staff hinder younger children's progress by preventing them from practising new skills, such as walking. Learning intentions for older children are too challenging and do not focus on what they need to learn next. As a result, children are not well enough supported to make the progress they are capable of.
- Children are generally compliant with staff's expectations for their behaviour. They follow some instructions. Older children play kindly with their peers. However, due to weaknesses in the quality of education and the lack of choice children have in their play and learning, they are not encouraged to develop a positive attitude towards their learning at an early age.
- Staff lack knowledge of risk assessment. They do not identify the risks associated with children placing battery-operated toys in water. This puts children at risk of harm.
- Children enjoy the healthy and nutritious foods provided for them. They develop their independence as they practise using cutlery to cut up their own foods. Older children are able to pour their own water from a butt. However, younger children do not consistently have access to fresh drinking water, which impacts on their health.
- Parents are positive about the nursery. They say that the staff are friendly and welcoming and that their children are happy to attend.

Safeguarding

The arrangements for safeguarding are not effective.

Leaders and managers do not ensure that they obtain the appropriate and required vetting checks for persons who work with children. Some staff whose suitability has not been checked have unsupervised contact with children. Staff lack knowledge of safeguarding issues. Although they can identify some signs that may indicate a child is at risk of harm, they do not understand their responsibilities to protect children with regard to the 'Prevent' duty guidance. Some staff do not understand how to report conduct concerns about other staff members to the correct agencies. Leaders and managers do not ensure that child protection records are accurate and sufficiently detailed. Staff lack knowledge of risk assessment, which impacts further on children's safety.

What does the setting need to do to improve?

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

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

	Due date
provide all staff with training to ensure that they have an up-to-date knowledge of safeguarding issues and understand the procedures to follow in the event of having any child protection concerns or concerns about the conduct of a member of staff	26/10/2022
implement effective systems to ensure that staff, and any other person who may have regular contact with children, are suitable	26/10/2022
obtain an enhanced criminal records check for every person who works directly with children or works on the premises where childcare is provided when children are present	26/10/2022
ensure that people whose suitability has not been checked, including through a criminal records check, do not have unsupervised contact with children	26/10/2022
ensure that there is at least one person who holds a current paediatric first-aid certificate on the premises and available at all times when children are present, and that the deployment of persons who hold a paediatric first-aid certificate means that they are able to respond to emergencies quickly	26/10/2022
ensure that all required information and records are sufficiently detailed and available upon request, including child protection records and records of staff's suitability	26/10/2022

improve the use of risk assessment in order to identify risks to children's health and safety and take action to remove or minimise risks and hazards in a timely manner	26/10/2022
ensure that children have access to fresh drinking water at all times	26/10/2022
ensure that the supervision and monitoring of all staff's teaching and practice is effective in order to address performance issues, improve their personal effectiveness and promote the interests of children.	26/10/2022

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

	Due date
identify appropriate next steps for every child's learning and use planning to effectively provide children with interesting and suitably challenging activities and experiences that support their learning and development	18/11/2022
ensure that staff fully understand the curriculum and areas of learning they teach in order to raise the quality of teaching and help children make progress in their development.	18/11/2022

Setting details

Unique reference number	2607594
Local authority	Solihull
Inspection number	10251703
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register
Day care type	Full day care
Age range of children at time of inspection	0 to 4
Total number of places	55
Number of children on roll	46
Name of registered person	Honey Pot House Day Nursery (Knowle) Limited
Registered person unique reference number	2607593
Telephone number	01564 777606
Date of previous inspection	Not applicable

Information about this early years setting

Honey Pot House Day Nursery (Knowle) registered in 2020. It is located in the Knowle area of Solihull. The nursery opens Monday to Friday, all year round. Sessions are from 7.30am until 6pm. There are nine members of staff employed. Of these, six hold qualifications at level 3 and one holds a qualification at level 2. The nursery provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspector

Lisa Bennett

Inspection activities

- The inspector discussed any continued impact of the pandemic with the provider and has taken that into account in their evaluation of the provider.
- The manager and inspector completed a learning walk to gather information about how the provision and curriculum are organised.
- The manager and inspector carried out a joint observation to evaluate the effectiveness of teaching.
- Parents spoke to the inspector and gave their views of the nursery.
- The inspector observed the quality of teaching to assess the impact of this on children's learning.
- The inspector held a meeting with the provider and manager and looked at relevant documentation and evidence of staff suitability.

We carried out this inspection 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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