



## Inspection Report For Early Years Provision

Unique Reference Number	BFG02DC102
Inspection Date	14 November 2008
Childcare Inspector	Patri Vint
Registered Provision -Setting Name <i>Suppressed if childminder</i>	Noah's Ark Community Day Nursery
Registered Provision -Setting Address <i>Suppressed if childminder</i>	Noah's Ark Community Day Nursery Building 88 Javelin Barracks 41732 Niederkrüchten
Type of Care	Full Day Care

## ABOUT THIS INSPECTION

British Forces Early Years Service is granted with accreditation by the Secretary of State for Defence for regulating childcare provision for Crown Servants overseas, in accordance with the criteria set out in the Tax Credit (New Category of Child Care Provider) Regulations 2002. The purpose of this inspection is to assure the Ministry of Defence (MOD), parents and the public of the quality of child care.

This report details the main strengths and any areas for improvement identified during the inspection. The judgements included in the report are made in relation to the outcomes for children set out in the Children Act 2004 and the National Standards for under 8s day care and childminding.

The report includes information on any complaints about childcare provision which British Forces Early Years Service (BFEYS) has received since 1st January 2006.

### The key inspection judgements and what they mean

*Outstanding: this aspect of the provision is of exceptionally high quality*

*Good: this aspect of the provision is strong*

*Satisfactory: this aspect of the provision is sound*

*Inadequate: this aspect of the provision is not good enough*

For more information about early years inspections, please see booklet "Are you ready for your inspection" which is available from BFEYS.

## THE QUALITY AND STANDARDS OF THE CARE

On the basis of the evidence collected on this inspection:

The quality and standards of the care are **inadequate**. The registered person **does not meet** the national standards for under 8s day care and childminding.

### WHAT SORT OF SETTING IS IT?

Noah's Ark Community Day Nursery has been registered with British Forces Early Years Service since February 2002. It provides full day care from 07.30 to 17.30 all year round, for 72 children from 6 weeks to under 6 years. The nursery serves the needs of multi-national families residing in the area. At present the setting has 42 children on its register; none of whom have additional needs.

The nursery has sole use of the ground floor of a shared two-storey building. Children are grouped according to age in three main playrooms. The setting has a large indoor physical playroom, an enclosed outdoor area and two multi-sensory rooms (one of which is currently not in use).

The staff team includes a supernumerary manager and a deputy who are both qualified to level 3, 13 keyworkers, 11 of whom are either qualified or working towards an appropriate childcare qualification.

---

## THE EFFECTIVENESS OF THE PROVISION

### **Helping children to be healthy**

The provision is **inadequate**. Children are generally kept healthy because they are cared for in an environment where staff implement effective hygiene practices in their daily routines, such as cleaning tables and highchairs before snack and lunch. Additionally they wear gloves and aprons at nappy changing time and follow appropriate food safety and hygiene guidelines when handling food.

Children's health needs are considered as there are policies and documentation in place for the recording of medication, accidents and seeking of medical advice or treatment in an emergency. However, children are at risk of infection as arrangements when children are unwell do not adequately protect others from the spread of infection, for example, the care of sick children while awaiting collection and implications for other children as equipment was not removed for cleaning.

Children are beginning to learn about personal health and hygiene practices, supported and encouraged by staff; for example, children brush their teeth after lunch and routinely wash hands after toileting and before snack; however older children were observed playing with toys and equipment after washing their hands prior to snack, making the hand washing routine ineffective.

Children enjoy a variety of snacks, although current menus on display do not accurately reflect what is offered. Parents provide children's lunches which are appropriately stored and served. Children's dietary needs are taken into consideration as staff work with parents to gather information at initial placement and then regularly through the use of daily diaries. Drinks are available throughout the day; however, lack of supervision in some playrooms meant that children were observed drinking from other children's cups, thus placing children at risk of spread of infection.

Children benefit from regular opportunities to be active, in either the large indoor play room or the outdoor play area where children have ample space to practise large motor skills such as balance, spatial awareness and co-ordination.

Children rest and sleep according to their needs and in conjunction with parents' wishes for sleeping positions and timing of sleep routines. However some staff showed confusion over how regularly the bed linen needed changing.

### **Protecting children from harm or neglect and helping them to stay safe**

The provision is **satisfactory**. Children are cared for in a bright, clean and welcoming environment where steps have been taken to ensure children's safety; for example risk assessments of the premises and activities are conducted and reviewed by the manager. However daily safety checks carried out by staff do not identify all hazards, such as plug sockets at child height remaining uncovered in two playrooms, a table in the outdoor play area filled with sand but without a cover and the broken shed door.

Children are kept safe as arrangements are in place to protect children from unwanted visitors and to ensure they cannot leave the premises unsupervised; staff remain vigilant when escorting children to the toilets and the outdoor play area, a record of visitors is maintained and an action plan is in place to install a buzzer system at the main entrance door to the shared building.

Children are provided with a range of resources and play materials which are safe, maintained in good condition and which are suitably organised to encourage children's independence; however

there is a limited range of resources for children over 5 years.

Children are kept safe on outings as appropriate procedures are in place; written parental permission is sought, staff ensure registers, first-aid equipment and emergency contact details are taken, which is in line with the setting's policy for outings. Children are learning to keep themselves safe as they practise fire evacuation procedures, which are documented. Children are prompted to think about their own safety, for example when playing on the climbing frame and large outdoor equipment.

Children are protected, as staff have a sound understanding of child protection issues; they have attended relevant training on safeguarding children and are confident in their roles and responsibilities in this matter.

### **Helping children achieve well and enjoy what they do**

The provision is **inadequate**. Children generally settle well on arrival and they benefit from routines that are familiar and help them feel secure. Younger children enjoy consistent care with home routines being followed for feeding and sleeping.

Children's independence is promoted by free choice of activities and self selection from a range of resources and play materials. However children's individual learning outcomes are not met as the balance of planned and free play activities is poor and children are not provided with enough adult support to promote their development and build on their natural curiosity as learners. Furthermore the short term planning that is on display does not accurately reflect what is happening in the playrooms or outdoor areas. Playrooms are organised into specific areas, allowing children freedom to move between role play, creative and small world play. However, lack of interaction from staff means that children were observed flitting between activities without having their interest held for any length of time. Children's language skills are being developed as staff talk to the children as they play, however, they do not ask open ended questions and therefore opportunities are missed to encourage children to think or solve problems.

Systems are in place to monitor and review areas of children's learning and development, however observations of children are not used effectively and only sporadically carried out, for instance no observations were completed for several children.

Children are generally happy and content, but the building of trusting relationships with staff is hindered, as some staff are unaware of who their key children are, which has an impact on the effectiveness of the support that they provide to children to meet their individual learning and development needs. Children are making positive relationships with their peers and play appropriately for their age and stage of development; however, in one particular room, lack of interaction by staff meant that quieter children were often overlooked and not engaged or encouraged to join in with their peers, which could have a detrimental effect on the development of their confidence and social skills.

### **Helping children make a positive contribution**

The provision is **satisfactory**. All children are welcomed into the nursery and treated with equal concern. Children develop positive attitudes and appreciation of customs and cultures of others through acknowledging various festivals throughout the year, and by attending Fijian story time in their local library. Although there are no children with learning difficulties or disabilities attending the nursery, satisfactory arrangements are in place to support children with additional needs.

Children gain a sense of belonging from having individual named coat pegs, art work trays and their art work displayed, which children could identify as their own work. Children's self-esteem is enhanced as staff praise their efforts and achievements.

Children's behaviour is generally good; staff offer a calm approach to managing unwanted behaviour and have regard to the setting's behaviour management policy. Children play harmoniously with their peers, they are kind and considerate to each other, sharing and turn taking with gentle prompting from staff. Children are encouraged to make choices and decisions about what they wish to play with, however opportunities to develop decision making skills are missed at snack time and outdoor play time.

Children benefit as parents and staff share information. Parents receive appropriate information about their children; this is achieved through notice boards, newsletters, sharing of information verbally and recording of children care patterns in daily diaries, such as food intake and sleep routines. Information about children's learning is basic, which means that parents are not kept fully informed about their child's achievements or involved in their child's learning; furthermore, parents are not kept updated about changes in their child's keyworker. Parents interviewed during the inspection stated that staff were very approachable and were aware of how to raise concerns or complaints.

### **Organisation**

The organisation is **inadequate**. Children are cared for by staff who have all undergone a stringent vetting and recruitment process. Adult: child ratios are maintained at all times. The manager and deputy are both supernumerary and level 3 qualified and of the remaining 13 staff, 3 are qualified and 8 are currently working towards a nationally recognised child care qualification. Staff training action plans are maintained, but they do not accurately record timescales or effectively address individual training needs.

Staff receive induction training. However it is ineffective as some staff are not fully aware of their roles and responsibilities and newly appointed members of staff are left with no clear direction, for example some staff do not understand or properly implement the setting's policies and procedures.

Records are clear and easily accessible. They are stored securely and confidentially. Registers include arrival and departure time for staff and children, although this is not always done as soon as a child leaves the premises, which could cause confusion in the event of an emergency.

Weak management of the provision means that deployment of staff, planning of activities and assessments of children's progress is ineffective and therefore do not promote the outcomes for children.

Overall, the setting does not meet the needs of the children attending.

### **Improvements since the last inspection**

Since the last inspection, children have their nappies changed as required and not as part of the nursery routine, and registers now include times of arrival and departure.

### **Complaints since the last inspection**

There have been no complaints since the last inspection.

## **THE QUALITY AND STANDARDS OF THE CARE**

On the basis of evidence collected on this inspection:

The quality and standards of the care are **inadequate**. The registered person **does not meet** the National Standards for under 8s daycare and childminding.

## **WHAT MUST BE DONE TO SECURE FUTURE IMPROVEMENT?**

### **The quality and standards of the care**

To improve the quality and standards of care, the registered person **must** take the following actions:

- ensure the good health of children is promoted by taking positive steps to prevent the spread of infection and appropriate measures when they are ill
- plan and provide a suitable range of activities and play opportunities to develop children's emotional, physical, social and intellectual capabilities and use observations of children to plan the next steps for play and learning and to provide for their individual needs
- ensure induction is effective in providing staff with a clear understanding of what is expected of them and appropriate support to address any issues created through lack of experience.