

# Inspection of Poppins Nursery and After School Care

The Carroll Centre, Somers Close, WINCHESTER, Hampshire SO22 4EJ

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Inspection date: 28 September 2022

<b>Overall effectiveness</b>	<b>Inadequate</b>
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The quality of education	<b>Inadequate</b>
Behaviour and attitudes	<b>Inadequate</b>
Personal development	<b>Inadequate</b>
Leadership and management	<b>Inadequate</b>
Overall effectiveness at previous inspection	Good

## **What is it like to attend this early years setting?**

### **The provision is inadequate**

Children's safety and welfare are compromised. Those designated to take the lead in safeguarding lack knowledge of child protection issues. Significant changes to the manager and key staff have had a negative impact on the nursery. This has resulted in numerous breaches of welfare requirements.

The provider has not provided the new manager with sufficient information on children, including information on previous and ongoing funding. Furthermore, information sharing with parents is weak. This means staff do not know children well enough. Consequently, they are unable to provide them with a curriculum that is tailored to their individual needs. Some children do not make good progress, particularly those with special educational needs and/or disabilities (SEND) and those with speech and language delay. For example, staff talk to children as they make marks or engage in pretend play. However, they do not effectively challenge children or provide targeted learning experiences and support to help close gaps in children's development. This means children fall behind in their development.

Children arrive happily and receive a warm welcome from the friendly staff. They form close relationships with their peers and are kind to one another. For example, children particularly enjoy being outside and willingly take turns to use the ride-on toys.

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

- The provider does not implement effective procedures to keep children safe. She does not ensure that all persons responsible for the nursery in her absence are known to Ofsted. She has not provided essential information on individuals who form the registered body to ensure suitability checks can be carried out.
- Recruitment procedures are weak. Not all staff that attend the nursery on a regular basis, including volunteers, are vetted as required. They have not had sufficient training to make sure they fully understand the nursery's safeguarding policies and procedures. Furthermore, the manager is not aware of any potential gaps in the safeguarding knowledge of these staff. The provider does not actively share crucial information on children who may be at risk of harm. The procedures for children who show possible safeguarding concerns are not followed in a timely manner.
- The provider does not have adequate oversight of the quality at the nursery or of their responsibilities to ensure that all requirements are met. There is no appointed named deputy who is capable to take responsibility for the nursery in the manager's absence. All staff with key children have left the nursery, and new staff, including the manager, have started. The provider has not provided the manager and senior staff with effective induction and training to ensure they

have a full understanding of their roles and responsibilities. The manager has started to address some training needs for her staff, such as how to support children learning English as an additional language. However, staff knowledge of what children know and can do is weak. For example, the progress in communication and language is poor. Staff offer too little support, and teaching is ineffective.

- Children with SEND are not adequately supported to help them make progress in relation to their starting points. The manager, who is also the special educational needs coordinator, has not been provided with a sufficient handover on their care and learning needs. She is not fully aware of the agencies that have been involved in their care and cannot access information on additional funding. This means there has been significant delays in children receiving the targeted support they need. Gaps in children's progress, therefore, continue to widen, particularly for those children who are disadvantaged.
- The key-person system is ineffective. Parents say they do not know who their child's key person is and comment that staff do not share information on their children's progress. Poor partnership working means gaps in children's learning are not addressed swiftly.
- The provider does not ensure that all records and documentation are easily accessible in her absence, including information on any complaints as required as part of inspection.
- Staff promote children's understanding of leading a healthy lifestyle. Children take part in daily exercise and build on their core strength as they climb up and over climbing equipment. They enjoy a variety of nutritious snacks and are keen to try new foods.

## **Safeguarding**

The arrangements for safeguarding are not effective.

The procedures for staff recruitment do not ensure the suitability of staff, including volunteers, working at the nursery. The provider does not ensure that all persons who have regular contact with children on a regular basis are suitably vetted. Although staff have had safeguarding training, the manager has not identified that some staff need additional training, as they do not fully understand safeguarding policies and procedures. This compromises children's safety. The premises are kept secure. Effective procedures are in place with regards to mobile phones and cameras.

## **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:**

	<b>Due date</b>
ensure that all persons with governance and oversight understand their roles and responsibilities	10/10/2022
ensure all staff receive training about the safeguarding policy and procedure so that they gain a confident understanding of how to recognise and respond to any concerns and report these in a timely manner	10/10/2022
implement effective oversight and monitoring of the provision to continually review and swiftly address any areas for improvement	10/10/2022
ensure that systems for recruitment and establishing the suitability of staff and volunteers to have contact with children are robust and effective, including obtaining references for all staff and volunteers	10/10/2022
implement effective induction procedures, to ensure that all staff, including the manager, have a clear understanding of their roles and responsibilities	10/10/2022
ensure all staff, including the manager, receive effective support, coaching and training to fulfil their roles and identify and target weaker aspects of knowledge and improve their personal effectiveness	10/10/2022
implement an effective key-person system to meet all children's individual care needs and build relationships with their parents	10/10/2022
ensure that there is a named, competent deputy manager who is capable of leading the nursery in the manager's absence	10/10/2022

improve support given to children with SEND by having appropriate regard to the SEND code of practice, having a clear approach to identifying emerging SEND, and making effective provision to support children without delay	10/10/2022
ensure that all documentation is available and accessible for inspection	10/10/2022
ensure that Ofsted is provided with the necessary information to carry out suitability checks on all members of the registered body.	10/10/2022

## Setting details

<b>Unique reference number</b>	509562
<b>Local authority</b>	Hampshire
<b>Inspection number</b>	10228036
<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 at time of inspection</b>	2 to 4
<b>Total number of places</b>	32
<b>Number of children on roll</b>	22
<b>Name of registered person</b>	The Carroll Centre Ltd
<b>Registered person unique reference number</b>	RP902601
<b>Telephone number</b>	01962 840022
<b>Date of previous inspection</b>	13 December 2016

## Information about this early years setting

Poppins Nursery and After School Care registered in 1997. It is based in Stanmore, Winchester. The nursery opens from 8.45am to 3.15pm, each weekday, and also offers a breakfast club. There are four staff employed, of whom one holds an early years qualification at level 6 and one holds a relevant early years qualification at level 3. The provider receives funding to provide free early education for two-, three- and four-year-old children.

## Information about this inspection

### Inspector

Jane Franks

## Inspection activities

- This was the first routine inspection the setting received since the COVID-19 pandemic began. The inspector discussed the impact of the pandemic with the provider and has taken that into account in their evaluation of the setting.
- The manager and the inspector completed a learning walk to gather information about how the provision and curriculum are organised.
- The inspectors observed the quality of education being provided, indoors and outdoors, and assessed the impact that this was having on children's learning.
- The inspector spoke to several parents during the inspection and took account of their views.
- The inspectors looked at relevant documentation and reviewed evidence of the suitability of staff working in the nursery.

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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