

Little Stars Nursery

2a Devonshire Road, GRAVESEND, Kent, DA12 5AA



Inspection date

18 February 2015

Previous inspection date

27 March 2014

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Requires Improvement	3
How well the early years provision meets the needs of the range of children who attend		Inadequate	4
The contribution of the early years provision to the well-being of children		Inadequate	4
The effectiveness of the leadership and management of the early years provision		Inadequate	4
The setting does not meet legal requirements for early years settings			

Summary of key findings for parents

This provision is inadequate

- The nursery manager has failed to ensure that all staff, including herself, have received the required training to make sure that children are kept safe.
- Procedures for the recruitment of staff are not robust enough. Checks to ensure staff are suitable to work with children are not sufficiently rigorous.
- The nursery manager has failed to bring about all the required improvements since the last inspection. Identified weaknesses in teaching have not been adequately improved. This has a negative impact on children's learning.
- There is no plan in place for improving the quality of the nursery. This hinders the setting's capacity to make improvements quickly enough.
- Staff are not being supported through observation of their teaching or through discussions with the nursery manager to improve their work with the children.
- The nursery manager has failed to ensure there is a named deputy manager who has undergone the appropriate checks and is suitably qualified.

It has the following strengths

- Parents are supportive of the nursery and feel that staff are kind and caring.

What the setting needs to do to improve further

To meet the requirements of the Early Years Foundation Stage the provider must:

- improve the quality of teaching to ensure that staff consistently respond to children's emerging interests and skills and interact appropriately to extend children's learning and development
- improve the quality and skills of the staff working with children to ensure that teaching is consistently good or better
- improve the assessment arrangements within the nursery to ensure that staff closely monitor all children's progress and quickly identify and address any potential gaps in an individual child's, or groups of children's learning
- ensure the designated person for safeguarding children undertakes relevant training in their role and responsibilities and this is updated at least every two years
- ensure that all staff have relevant training to understand their responsibilities in safeguarding children and recognise any symptoms of abuse and neglect
- provide relevant evidence that rigorous checks are completed to ensure the suitability of all staff working with children and that any information about a staff member's suitability is robustly followed up
- review staff deployment to ensure that there is at least one manager present who is trained to level 3, and at least half of all staff must hold level 2 qualifications at all times
- ensure there is a named deputy manager who has been deemed suitable and appropriately qualified to take charge in the manager's absence.

To meet the requirements of the Childcare Register the provider must:

- ensure that no individual who is unsuitable to work with children has unsupervised access to a child receiving childcare (Compulsory part of the Childcare Register)
- implement effective systems to ensure that the registered person, manager and any person caring for, or in regular contact with, children is suitable to work with children, including obtaining an enhanced Disclosure and Barring Service check, and has the skills and experience suitable for the work (Compulsory part of the Childcare Register)
- ensure that no individual who is unsuitable to work with children has unsupervised access to a child receiving childcare (Voluntary part of the Childcare Register)
- implement effective systems to ensure that the registered person, manager and any person caring for, or in regular contact with, children is suitable to work with children, including obtaining an enhanced Disclosure and Barring Service check, and has the skills and experience suitable for the work (Voluntary part of the Childcare Register).

Inspection activities

- The inspector observed interactions between staff and children.
- The inspector carried out a joint observation with the nursery manager.
- The inspector sampled documents relating to the learning and development of children.
- The inspector checked the arrangements for ensuring staff are suitable to work with children and hold the relevant qualifications.
- The inspector held discussions with the nursery manager and staff.

Inspector

Fiona Bridger-Wilkinson

Inspection findings

How well the early years provision meets the needs of the range of children who attend. This is inadequate

Staff carry out observations and assessments of children. However, these are not always accurate. This means that teaching in the nursery is not matched to the needs and abilities of individual children. Chances are missed to extend children's language and thinking; for example during a play dough activity where conversations between children and some staff were limited. As a result, not all children develop the skills they need for starting school. During the inspection a number of older children were attending the nursery as it was half term. These older, more confident children dominated the play and staff's attention. Staff lack strategies to channel the older children's enthusiasm and successfully include the younger, less confident members of the group in activities. As a result, opportunities to promote children's learning were missed. Staff have received training in helping children learn, but the impact of this is yet to be seen consistently in daily practice. The younger children enjoy sharing stories, listening to music and dancing which supports the development of their language and physical skills.

The contribution of the early years provision to the well-being of children is inadequate

The arrangements for keeping children safe are inadequate. The nursery manager and staff lack up to date knowledge of how to protect children and recognise the signs and symptoms of abuse. Each child has a key person but changes in staff and record keeping systems means that there is not a clear picture of what children can do, or what they need to work on next. Consequently, children do not learn as well or as quickly as they could. Staff welcome the children at the beginning of the day and settle the children sensitively, calming any who may be feeling unhappy. The nursery has a friendly, family feel which parents appreciate. Staff and children have formed positive relationships; however, when children become boisterous, particularly the older ones, staff are unclear as to how to respond. This means that staff fail to teach children to understand or manage their own behaviour. This impacts on children's abilities to learn effectively. The nursery has a good range of resources, both inside and outside but staff are not using them to their full potential.

The effectiveness of the leadership and management of the early years provision is inadequate

The nursery manager does not demonstrate sufficient understanding of her role and responsibilities in meeting the legal requirements of the Early Years Foundation Stage. The failure to keep children safe also breaches the requirements of the Childcare Register. Recruitment processes are not sufficiently robust to ensure children's safety and wellbeing. Although a recruitment policy is in place, this is not being followed. The failure to appoint a named deputy manager who has been deemed suitable and is appropriately qualified to take charge in the manager's absence is further putting children at risk. Record keeping

generally is chaotic and haphazard leading to uncertainties over staffing levels and an unclear picture of children's learning and development. The nursery manager has implemented some improvements since the last inspection. However, she does not demonstrate a clear understanding of how to identify weaknesses, plan strategies and then drive improvement. Checks on the quality of teaching are not being carried out, resulting in poor teaching continuing and children's progress being affected. There are arrangements in place for staff supervision and training. However, they are inadequate as they are insufficiently focused on promoting children's learning and supporting children's safety and welfare.

Setting details

Unique reference number	EY331503
Local authority	Kent
Inspection number	1005853
Type of provision	Full-time provision
Registration category	Childcare - Non-Domestic
Age range of children	0 - 8
Total number of places	18
Number of children on roll	33
Name of provider	Leiza Veronica Tuitt
Date of previous inspection	27 March 2014
Telephone number	01474 354720

Little Stars Nursery was registered in 2006. It is privately owned and managed. Registration is for the Early Years Register and both the compulsory and the voluntary parts of the Childcare Register. There are currently 38 children on roll, of whom 33 are in the early years age range. The nursery operates from four rooms in a house in Gravesend, Kent. The nursery is open each weekday from 7am to 7pm for 50 weeks of the year. All children share access to an enclosed outdoor play area. The nursery employs six staff. The nursery manager holds a National Vocational Qualification at level 4. Three other staff have relevant qualifications. Two apprentices are currently working towards a qualification. The nursery receives funding for two-, three- and four-year-olds.

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.

Any complaints about the inspection or the report should be made following the procedures set out in the guidance 'Complaints procedure: raising concerns and making complaints about Ofsted', which is available from Ofsted's website: www.gov.uk/government/organisations/ofsted. If you would like Ofsted to send you a copy of the guidance, please telephone 0300 123 4234, or email enquiries@ofsted.gov.uk.

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory Support Service (Cafcass), schools, colleges, initial teacher training, work-based learning and skills training, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 4234, or email enquiries@ofsted.gov.uk.

You may copy all or parts of this document for non-commercial educational purposes, as long as you give details of the source and date of publication and do not alter the information in any way.

To receive regular email alerts about new publications, including survey reports and school inspection reports, please visit our website and go to 'Subscribe'.

Piccadilly Gate
Store St
Manchester
M1 2WD

T: 0300 123 4234
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/government/organisations/ofsted

© Crown copyright 2015

