

# Flitwick Day Nursery

20 Steppingley Road, Flitwick, Bedford, MK45 1AJ



## Inspection date

Previous inspection date

18 September 2015

Not applicable

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Not applicable	
Effectiveness of the 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

- This inspection was prioritised following a risk assessment. The nursery has undergone rapid expansion. As a result, new staff have been recruited. However, the management team has not provided suitable induction and supervision for these staff.
- Some children in the room for over two-year-olds have not been assigned a key person. As a result, children in this room do not have a well-organised, settling-in period where staff are able to recognise and respond well to their individual needs.
- Staff are not always vigilant in monitoring and maintaining good hygiene practices for children. This is particularly evident when changing and disposing of nappies, and when children use potties.
- There have been occasions where there have not been sufficient staff at the nursery to maintain required ratios. Furthermore, records are incomplete and do not demonstrate that required adult to child ratios, and staff qualifications are in place.
- In some rooms teaching is not well matched to children's age and stage of learning. Some activities are uninspiring and do not interest or engage children. Staff do not always undertake observations and assessments to help them to support children.
- Parents are not actively included in children's learning and are not encouraged to contribute to assessments of their children's progress.

### It has the following strengths

- Babies and young children follow their own routines for sleeping and enjoy healthy meals.

## What the setting needs to do to improve further

### To meet the requirements of the Early Years Foundation Stage and the Childcare Register the provider must:

	Due Date
■ implement a robust induction and supervision programme for all staff that supports their knowledge and understanding of their role and reviews and guides their practice	02/11/2015
■ embed a secure and effective system where each child has an allocated key person to tailor care to meet their individual needs, especially as they learn to settle at the nursery for the first time	02/11/2015
■ ensure that stringent hygiene procedures are followed at all times to make sure that children's good health and welfare are effectively promoted	02/11/2015
■ ensure that there is an accurate record of staff who are working with children to demonstrate that required minimum ratios of adult to children are met at all times	05/10/2015
■ ensure that records, such as evidence of staff qualifications, are available and easily accessible	05/10/2015
■ ensure that activities for children are interesting and purposeful and teaching is well matched to children's age and stage of learning	05/10/2015
■ develop a consistent approach to observations and assessment to accurately review children's progress and guide staff's support for them	05/10/2015
■ increase parental engagement by finding ways to include them more in children's learning and assessments of progress	02/11/2015
■ take all necessary measures to minimise any risks to the health of the children at the nursery.	05/10/2015

## Inspection activities

- The inspector observed the quality of teaching during activities and assessed the impact this has on children's learning.
- The inspector completed a joint observation with the nursery manager.
- The inspector held a meeting with the nursery manager, senior staff and the provider. She looked at relevant documentation, such as the nursery's action plan and evidence of the suitability of staff working in the nursery.
- The inspector spoke to a small selection of parents during the inspection and took account of their views.

## Inspector

Hayley Marshall-Gowen

## Inspection findings

### Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding children are ineffective. This is because the nursery does not keep accurate and up-to-date records. They cannot demonstrate, at the time of the inspection, that all required staff are suitably qualified to carry out their roles. There is a lack of evidence to show how many staff are trained to administer first aid to children. Furthermore, the manager admits that there have been occasions when the nursery has not met the required adult to child ratios. Although this has now been addressed by using agency staff, records to demonstrate that there are always enough staff at the nursery to care for children are inaccurate. The manager is aware of the importance of inducting new staff and supervising their work. However, the volume of new staff and increase in the number of children taken into the nursery means this is not happening. New staff have very little time to learn about their role, become familiar with policies and procedures and get to know children. They do not have regular supervision to monitor their work and support them as they take on their new roles. All staff, including the provider, are aware of this failing and the highly negative impact that it has upon the care and education the nursery provides for children. The manager is well qualified and has started to develop an action plan to start to tackle weaknesses. However, progress is slow and as a result, the quality of the nursery is poor.

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

Some staff are unaware of children's current stage of learning. In some rooms staff have not completed observations of children to determine how to support them in making progress. Parents have little involvement in their children's learning. They contribute to information about children's starting points but are not regularly consulted about how children are developing away from the nursery. The quality of teaching is variable, meaning some children are not supported as well as others. Some staff pitch activities too high for children's age and abilities and they quickly lose interest as a result. The other activities on offer are uninspiring and fail to engage children's interest. This leads to some children spending time wandering without having anything meaningful to do.

### Personal development, behaviour and welfare are inadequate

Staff are not vigilant in maintaining standards of cleanliness and hygiene. They do not clean up potties children have used from the previous day. Arrangements for managing hygiene during nappy changing are not stringent. The bins where nappies are disposed of are kept in rooms where young children play and can access them. The rapid increase in new children and staff at the nursery has left some children without an allocated key person. Staff in some rooms have changed frequently and this affects children's abilities to form close attachments to them. Some children take time to settle and staff do not know them well enough to help to meet their needs from the very beginning. However, all staff are caring. They cuddle children if they are upset and rock them to sleep.

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

There is a lack of consistency in teaching, observation, assessment and resources. As a result, children do not make enough progress in developing the skills that they need in readiness for starting school.

## Setting details

<b>Unique reference number</b>	EY486612
<b>Local authority</b>	Central Bedfordshire
<b>Inspection number</b>	1026437
<b>Type of provision</b>	Full-time provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Age range of children</b>	0 - 5
<b>Total number of places</b>	84
<b>Number of children on roll</b>	84
<b>Name of provider</b>	Davidson-Roberts Limited
<b>Date of previous inspection</b>	Not applicable
<b>Telephone number</b>	01525 718866

Flitwick Day Nursery was registered in 2015. The nursery employs 12 members of childcare staff. Of these, nine hold appropriate early years qualifications at level 2 and above, including the manager who holds Early Years Professional status. The nursery opens from Monday to Friday all year round. Sessions are from 7am until 7pm. The nursery provides funded early education for two-, three- and four-year-old children.

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