

Diamonds Day Nursery

The Old Convent, Alvaston Street, Alvaston, Derby, DE24 0PA



Inspection date

21 September 2015

Previous inspection date

2 December 2014

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Requires Improvement	3
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

- The provider does not demonstrate a suitable understanding of the safeguarding and welfare requirements. She has failed to notify Ofsted of a significant event.
- Teaching is poor. Staff do not always assess where children are in their learning, so they are sometimes unsure what children need to learn next. Where staff do identify children's next steps in learning, they do not provide activities that help children to achieve them. Activities lack any challenge and do not help children to move forward in their learning.
- Staff do not organise themselves effectively to spend sufficient quality time with children to support their learning and development.
- The provider does not take appropriate responsibility for monitoring the quality of the provision. Neither is there monitoring of the delivery of training or support to check whether this has improved staff knowledge. Furthermore, supervision is not of sufficient quality to identify where there are weaknesses in practice.
- The key-person system does not effectively support children as they move into the next room. Staff do not always share information with staff or parents and carers. It can take the new key person an unreasonably long time to get to know the child.
- Partnership working with other settings that children attend has not been established. Children do not benefit from consistent support between both settings they attend.

It has the following strengths

- Appropriate checks are undertaken on staff to establish their suitability. Staff supervise children, maintain a safe environment and have a suitable understanding of the signs and indicators of abuse. They know what to do if they have any concerns.

What the setting needs to do to improve further

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

	Due Date
<ul style="list-style-type: none"> ■ develop the supervision of staff, evaluate the effectiveness of their performance and provide appropriate support, coaching and training, so that they offer quality learning and development experiences for children 	01/03/2016
<ul style="list-style-type: none"> ■ ensure that assessment is used effectively to understand children's level of achievement and to identify what they need to learn next 	01/03/2016
<ul style="list-style-type: none"> ■ improve the quality of teaching so that all children benefit from activities that engage and challenge them and help them to move forward in their learning 	01/03/2016
<ul style="list-style-type: none"> ■ ensure that planning takes into account each child's stage of development and provides appropriate individual support for their learning and development 	01/03/2016
<ul style="list-style-type: none"> ■ ensure that staff are organised to meet the needs of all children and interact with them appropriately during play and routines 	01/03/2016
<ul style="list-style-type: none"> ■ develop the key person role, working in partnership with parents and carers to effectively support children as they move into the next room within the nursery and ensure that their learning and development are consistently supported 	01/03/2016
<ul style="list-style-type: none"> ■ establish a regular two-way flow of information with other settings that children attend and provide consistent support for children's learning and development. 	01/03/2016

To further improve the quality of the early years provision the provider should:

- monitor the quality of teaching and the educational programmes effectively and raise the quality of the provision so that children make at least good progress in their learning and development.

Inspection activities

- The inspector observed the quality of teaching during activities indoors and outdoors, 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, provider and finance and administration officer, and looked at relevant documentation, such as the nursery's self-evaluation 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

Justine Ellaway

Inspection findings

Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding are ineffective. The provider has failed to notify Ofsted of an allegation against a member of staff. However, the provider did liaise with other relevant agencies, which minimised the risk to children. Insufficient action has been taken to improve the quality of the provision since the last inspection. Although the staff team are well qualified, they lack a basic knowledge and understanding of how children learn. There has been inadequate support to develop staff knowledge and skills. The provider has delegated the role of evaluating staff performance to another member of staff. Evaluation of the quality of the setting does not clearly identify the weaknesses in practice. However, the newly appointed manager does have a suitable grasp of the issues and has some appropriate ideas of how to bring about improvement.

Quality of teaching, learning and assessment is inadequate

The quality of teaching is poor. Staff sometimes struggle to identify where children are at in their learning, or what they are going to support them to learn next. They refer to written documentation, which is not of sufficient quality to determine children's stage of development or the progress they are making. Staff take on a mainly supervisory role during play. When they do interact with children it is to make comments or ask simple and repeated questions that interrupt play. For example, staff ask children repeatedly to count or identify the colour of the toy they are playing with. When children play dominoes, a member of staff asks questions rather than playing the game. Eventually, children become bored with this, they say, 'The fun is over' and move away from the activity. Staff give basic support to children who speak English as an additional language. They gather some key words in children's home language. However, they do not familiarise themselves with these, so they do not always recognise them when spoken.

Personal development, behaviour and welfare are inadequate

Staff do not organise themselves effectively. The constant moving around and lack of organisation means that children are kept waiting unnecessarily for long periods, particularly at mealtimes. Children become frustrated with this. Although they are polite, they make their needs known by reminding the member of staff they are waiting. Staff give suitable support to children as they start at the nursery. However, they do not effectively support children as they move through the nursery. Staff give some appropriate support to disabled children and those with special educational needs. For example, they recognise the triggers for certain behaviours and manage these appropriately. All children behave well, despite the lack of stimulation. They listen to staff and follow the routines. For example, they line up to wash their hands before lunch. Children have access to a suitable range of toys and resources. Parents and carers express that they are happy with the nursery. They feel that staff keep them well informed about their child's learning.

Outcomes for children are inadequate

Children are not being supported to move forward in their learning or to develop the skills they need for their future learning. Children's communication skills are hindered by the lack of quality interaction with staff.

Setting details

Unique reference number	EY421215
Local authority	Derby, City of
Inspection number	1025829
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Age range of children	0 - 11
Total number of places	54
Number of children on roll	50
Name of provider	Christina Hanrahan
Date of previous inspection	2 December 2014
Telephone number	01332755455

Diamonds Day Nursery was registered in 2011. The nursery employs 12 members of childcare staff. Of these, nine hold appropriate early years qualifications at level 3. The nursery opens from Monday to Friday all year round. Sessions are from 7am until 6pm. The nursery provides funded early education for three- and four-year-old children. It supports children who speak English as an additional language, and disabled children and those with special educational needs.

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