

# Cots & Tots Private Day Nursery

Shawclough Primary School, Thrum Hall Lane, Rochdale, Lancashire, OL12 6DE



<b>Inspection date</b>	22 September 2015
Previous inspection date	27 November 2012

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Inadequate</b>	<b>4</b>
	Previous inspection:	Good	2
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

- Not all staff have an up-to-date knowledge of safeguarding, in order to effectively implement the nursery's safeguarding procedures and protect children's welfare.
- Care practices and risk assessments are not adequate to promote the emotional and physical well-being of all children. Reflection on practice is not sufficient to prevent breaches in statutory requirements.
- Not all staff have a secure understanding of how to use effective hygiene practices which promote children's good health. Some children are not provided with daily access to outdoor activities.
- Staff do not make consistently effective use of their knowledge of children's current progress, in order to promote children's further progress in all areas of learning. The progress check for children between the age of two and three years has not been carried out for all children for whom this is required.
- The quality of teaching is too variable for children to be prepared well for their next steps in learning. Children are not always provided with appropriate levels of challenge to help them learn. Staff knowledge and practice is not robustly monitored and staff do not always make effective use of the skills gained through their qualifications.

### It has the following strengths

- Some staff show good practice in helping parents or carers to become involved in their children's learning. Parents praise the nursery staff for being friendly and caring.

## 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:**

	<b>Due Date</b>
■ ensure that all reasonable steps are taken so that children and the staff who care for them are not exposed to risks and also demonstrate how these are managed effectively	13/11/2015
■ ensure that all staff have an up-to-date knowledge of safeguarding, including all the possible forms of abuse, their risks to children and to whom concerns should be reported, in order that the arrangements for safeguarding are effective	13/11/2015
■ ensure that opportunities for outdoor activities are taken on a daily basis by all children including babies, unless unusual circumstances make outdoor activities unsafe	13/11/2015
■ provide rigorous levels of challenge for all children which take account of their individual interests, needs and stages of development so that they make good progress from their starting points in all areas of learning	13/11/2015
■ improve the way in which children's progress is monitored in all areas so that all children's next steps in learning can be identified and addressed rapidly	13/11/2015
■ ensure that the progress check at age two to three years is carried out for all children for whom this is required	13/11/2015
■ improve the ways in which staff knowledge and skills are checked and developed, including for effectiveness of teaching and care practices, in order to provide good outcomes for all children.	13/11/2015

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

- improve the way in which reflection on practice is used in order to prevent breaches of requirements and promote continuous improvement in practice.

**Inspection activities**

- This inspection was carried out following the risk assessment process.
- 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 deputy manager.
- The inspector held meetings with the deputy manager and owner/manager. She looked at relevant documentation, such as 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. The inspector also spoke to children.

**Inspector**

Jennifer Kennaugh

## Inspection findings

### Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding children are not effective. Staff are not able to identify all possible forms of abuse and the risks these pose to children, in order to raise concerns. Some staff also do not know the correct procedures to be followed in the event of needing to report concerns outside of the nursery. However, managers have an adequate knowledge of up-to-date safeguarding procedures and matters. In spite of this, some practices in the baby room increase the risks posed to children due to the poor cleanliness of some toys, unhygienic practice with dummies and poor hygiene at mealtimes. There is also an increased risk of accidents from tripping due to staff carrying heavy objects through this area. Risk assessment and observations of staff have not been sufficiently thorough to identify these weaknesses in practice or to bring these issues to staff's attention to develop their understanding. Reflection also does not always identify where there are weaknesses in teaching and in the way staff use assessments of children's learning to further their progress.

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

Staff do not always monitor children's progress effectively to ensure that they are providing levels of challenge in all areas of learning which are accurately matched to children's needs. Children, therefore, do not always progress well from their starting points in all areas. In addition, because the progress check that is required for children between the ages of two and three years is not implemented for all children in that age group, opportunities are missed to help some children catch up, including some who are developing below expected levels. These children make very little progress from their starting points so the gap between their progress and that expected for their age has widened. Not all staff demonstrate effective teaching that promotes children's development of thinking and communication skills. However, some practice for teaching children about numbers is well matched to their individual needs. Staff teach children about diversity so that children have opportunities to gain an understanding of similarities and differences with others.

### Personal development, behaviour and welfare are inadequate

Staff and managers have not identified that insufficient staff are deployed in the baby room at mealtimes. This means that some babies who cannot feed themselves have to wait for their meals while others are fed. In addition, staff show poor hygiene practice by putting babies' food bowls on the floor while feeding others. Most children enjoy daily outdoor play and have opportunities for exercise and to test their physical skills by taking well-managed risks. However, appropriate outdoor activities are not provided daily for babies which limits their opportunities for learning in this environment. Staff help children to learn to manage their feelings and behaviour as they set clear rules for this. They gently reassure children who are settling in the nursery. There are suitable arrangements in place to promote continuity when children move rooms within the nursery or to school.

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

Children do not always make good progress from their starting points in all areas and some make very little progress. Therefore, they do not all acquire the skills and attributes they need for future learning and for school. Children are not always cared for in an environment where practice best promotes their welfare. They are learning self-care skills and have some opportunities to be independent. Children are gaining an awareness of the factors that contribute to a healthy lifestyle. They form friendships within the nursery.

## Setting details

<b>Unique reference number</b>	316450
<b>Local authority</b>	Rochdale
<b>Inspection number</b>	1025998
<b>Type of provision</b>	Full-time provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Age range of children</b>	0 - 17
<b>Total number of places</b>	50
<b>Number of children on roll</b>	47
<b>Name of provider</b>	Philip Leigh
<b>Date of previous inspection</b>	27 November 2012
<b>Telephone number</b>	01706 656 260

Cots & Tots Private Day Nursery was registered in 1994 and is situated in the Shawclough area of Rochdale, Greater Manchester. The nursery is open all year round from 7.45am to 5.30pm, apart from bank holidays and one week at Christmas. The nursery employs 13 staff including the manager, of whom eight are qualified to level 3 and three to level 2 in childcare. The deputy manager is qualified to level 6. The nursery provides funded early education for two-, three- and four-year-old children.

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