

Inspection date	27 October 2015
Previous inspection date	6 November 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 owner has not ensured that she is fully up-to-date with all statutory and other government requirements.
- There are not always enough staff to care for the very young children in the baby room. This impacts on the babies' safety and well-being.
- Children's health is not well supported. They do not have opportunities to play and learn outside every day.
- The key worker system is ineffective as some staff do not know their children well enough to ensure that the care provided is meeting each child's needs. The nursery is not effective in engaging parents in their children's learning and development.
- Settling-in procedures are ineffective. Staff do not gather the information they need to ensure they can meet children's needs when they first start at nursery.
- The owner has not ensured that staff receive regular and effective supervision. Staff have limited opportunities to develop their professional practice.
- The quality of teaching is too variable. Staff are not using observations and assessments of children's progress effectively to identify and plan for the next steps in their learning.
- Partnerships with schools are not established in order to support children's smooth transition to the next stage in their learning.

It has the following strengths

- The owner has made improvements to the nursery environment. Rooms are now better resourced and attractive and inviting for children.

What the setting needs to do to improve further

The provision is inadequate and Ofsted intends to take enforcement action

We will issue a Welfare Requirements Notice requiring the provider to:

	Due Date
■ improve all staff's knowledge and understanding of disqualification in order to ensure their ongoing suitability	17/12/2015
■ ensure that sufficient staff are available to meet the needs of all the children in the baby room and ensure their safety and well-being	17/12/2015
■ put in place arrangements for the supervision of staff, to include the provision of support, coaching and training to enable them to further develop their practice	17/12/2015
■ ensure that children's health is promoted through good hygiene practice	17/12/2015
■ ensure that children have opportunities for outdoor activities on a daily basis	17/12/2015
■ ensure that the key person system is effective and that information is routinely gathered in a timely way to help settle and support new children in the nursery.	17/12/2015

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

	Due Date
■ put effective systems are in place to ensure the suitability of all staff (compulsory part of the Childcare Register)	17/12/2015
■ put effective systems are in place to ensure the suitability of all staff (voluntary part of the Childcare Register)	17/12/2015
■ ensure that a sufficient number of staff are present at all times to ensure the safety and welfare of the children in the baby room (compulsory part of the Childcare Register)	17/12/2015
■ ensure that a sufficient number of staff are present at all times to ensure the safety and welfare of the children in the baby room (voluntary part of the Childcare Register)	17/12/2015
■ ensure staff take all necessary measures to minimise risks to children's health (compulsory part of the Childcare Register)	17/12/2015
■ ensure staff take all necessary measures to minimise risks to children's health (voluntary part of the Childcare Register)	17/12/2015
■ ensure that the observation and assessment arrangements are	17/12/2015

effective, that children's starting points are quickly identified and that relevant next steps in children's learning are identified and planned for

- ensure that parents are engaged in their children's learning and development, share information about what children are learning at home and are well-informed about their children's progress and next steps. 17/12/2015

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

- develop partnerships with local schools to ensure that children's transition to the next stage in their learning is well supported
- ensure that any differences in the achievement of groups of children that may be at risk of under-achievement are identified and addressed.

Inspection activities

- The inspector observed the quality of teaching and the impact on children's learning in the nursery.
- The inspector evaluated how well the nursery staff understand and implement policies and procedures, especially those relating to safeguarding children and observing and assessing children's progress.
- The inspector conducted a joint observation with the nursery owner.
- The inspector held meetings with the nursery owner.
- The inspector spoke to staff, children and parents as appropriate throughout the inspection.
- The inspector sampled documentation, including staff suitability records and folders of children's learning.

Inspector

Penny Fisher

Inspection findings

Effectiveness of the leadership and management is inadequate

The nursery owner has not been effective in driving sufficient change. All of the areas for development identified at the previous inspection still require further improvement and there are further breaches of the requirements of the Early Years Foundation Stage. Self-evaluation has not been effective in identifying weaknesses within the nursery. Safeguarding is not effective. The deployment of staff in the baby room is inadequate, which has a significant impact on children's safety and well-being. During the inspection adult to child ratios were not met and one member of staff was left alone caring for seven babies. In the event of an emergency or serious incident this would have placed the children at risk of harm. Staff do not receive appropriate supervision and they do not have sufficient support to improve their practice, for example through coaching and training. The owner is not ensuring the ongoing suitability of the staff team as she is not aware of the statutory requirements relating to disqualification. Parents are happy with the care their children receive and appreciate the flexibility that the nursery offers. However, they are not sharing information about children's learning and development at home with the nursery.

Quality of teaching, learning and assessment is inadequate

The quality of teaching is too variable. In the baby room, the youngest children enjoy looking at books and singing with the staff, but for much of the time staff are trying to comfort unsettled and crying babies, so there is limited time to interact with all of the children that are present. More confident babies explore the play room, but new children clearly do not feel secure. Older children enjoy playing with dough and paints but opportunities for physical play are limited. Children do not play outdoors every day. There is plenty of space available indoors, but this is not being used by children. Arrangements for the observation and assessment of children are now being used consistently across the nursery. However, there are gaps in children's records and staff are not using their observations of children to effectively identify and plan for the next steps in their learning.

Personal development, behaviour and welfare are inadequate

Settling-in procedures are inadequate. Babies that are new to the nursery do not receive consistent care from staff that they know and trust to help them feel safe. Information is not being gathered from parents prior to them starting at nursery to enable staff to meet their needs. However, older children settle quickly to their play and appear confident in the nursery. Children's behaviour is generally good and they are learning to respect each other as staff support them well to use 'kind hands and kind words'. Good hygiene is not always routinely practised at mealtimes. The key person system is not effective as staff do not know their key children well and are not confident in their role.

Outcomes for children are inadequate

The progress of all children is not yet being carefully assessed, tracked and monitored. The owner has begun to analyse differences in the achievements of boys and girls but this work is in its early stages. Therefore, the nursery is unable to demonstrate that they are narrowing achievement gaps for vulnerable groups and those at risk of under-

achievement, including boys, children with English as an additional language and those with special educational needs and disabilities. Partnerships with schools to support children moving on to the next stage in their learning are under-developed.

Setting details

Unique reference number	EY337394
Local authority	Milton Keynes
Inspection number	1006150
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Age range of children	0 - 8
Total number of places	40
Number of children on roll	37
Name of provider	Lorraine Margaret Ogunyinka
Date of previous inspection	6 November 2014
Telephone number	01908 277356

Kiddicare registered in 2006. The provision is privately owned. It is registered on the Early Years Register and both the compulsory and voluntary parts of the Childcare Register. The nursery is located in Bletchley, Milton Keynes, Buckinghamshire. It is located in a converted two-storey building. There are currently 37 children on roll in the early years age range. The nursery offers full day care, pre-school sessions and after-school care. The opening times are from 8am until 6pm, Monday to Friday. A team of 12 staff work directly with the children. Of these, eight hold childcare qualifications.

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