

# Cherubs Childcare Centre

LADYBROOK CHILDRENS CENTRE, 116 Somersall Street, Mansfield,  
Nottinghamshire, NG19 6EW



## Inspection date

Previous inspection date

11 November 2015

Not applicable

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

- Children's care and learning needs are not effectively met. The key-person system is not effective and staff do not plan appropriately for children's individual needs.
- Staff do not use their assessments of children's next steps in learning to inform their planning. This results in weak teaching, which does not consistently provide enough challenge in order to extend and effectively support children's learning.
- Staff do not effectively deploy themselves to be able to respond to children's needs and interests.
- Children do not learn how to keep themselves and others safe. Staff are not good role models and do not supervise children well.
- Leadership and management are inadequate because the management team has not been effective in monitoring issues to ensure all statutory requirements are met.

### It has the following strengths

- The learning environment is well resourced and organised, which gives children plenty of choices in their play and promotes their independence.
- Staff give children clear messages about the importance of a healthy lifestyle. Children are active and eat healthy snacks and lunches.

## What the setting needs to do to improve further

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

	<b>Due Date</b>
<ul style="list-style-type: none"> <li>■ ensure that the key-person system is effective and children's care and learning needs are consistently met</li> </ul>	15/12/2015
<ul style="list-style-type: none"> <li>■ improve staff knowledge of the use of observation and assessment to monitor children's ongoing progress and make sure that planning supports and extends children's next steps in learning</li> </ul>	15/02/2016
<ul style="list-style-type: none"> <li>■ ensure deployment of staff is effective and that staff are able to respond to children's needs and interests and guide their development through positive interactions</li> </ul>	15/02/2016
<ul style="list-style-type: none"> <li>■ ensure staff effectively supervise children, that they are aware of all children's actions and they support children to learn how to keep themselves and other safe.</li> </ul>	15/02/2016

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

- improve monitoring so that weaknesses in practice are quickly identified and acted upon and that statutory requirements are met.

### Inspection activities

- We carried out this inspection as a result of a risk assessment, following information we received about this provider.
- The inspector observed children during activities indoors and outdoors.
- The inspector spoke with staff and management at appropriate times throughout the inspection.
- The inspector looked at a range of documentation.
- The inspector checked evidence of the suitability and qualifications of staff working with children and discussed the provider's improvement plans.
- The inspector held a joint observation with a member of the management team.
- The inspector took into account the views of parents spoken to on the day of the inspection.

**Inspector**  
Dawn Larkin

## Inspection findings

### **Effectiveness of the leadership and management is inadequate**

The arrangements for safeguarding are ineffective. The management team do not closely monitor the provision. As a result, not all safeguarding and welfare requirements are met. Children are not closely supervised and staff are not effectively deployed to ensure children's safety and well-being. However, staff have a good knowledge of child protection procedures, such as the procedure to follow if they had concerns about a child in their care. Risk assessments are carried out and reviewed to help keep children safe. For example, procedures for maintaining the security of the premises have been improved to ensure unauthorised people can not access the nursery. The management team ensure adult-to-child ratios are maintained. Any complaints are thoroughly investigated and acted upon. Although the nursery has many suitable systems to monitor the quality of teaching and learning, these have not been implemented or embedded sufficiently to improve the outcomes for children.

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

Despite staff's qualifications, the quality of teaching is not good enough to ensure children make consistently good progress. Staff interactions with children are very limited. Often staff involve themselves in cleaning tasks rather than supporting and extending children's learning. When children involve themselves in play, staff do not guide children or help them follow their own ideas or interests. Consequently, children's learning needs are not met. Regular observations and assessments of children's learning enable staff to identify children's interests and next steps in their learning. However, the next steps in learning identified are not always used to plan activities that take into account the skills children have already acquired. As a result, activities do not challenge children and they are not making good progress from their starting points. This also means they are not adequately prepared for the next stage in their learning and their move on to school. However, parents are informed about their children's learning and describe the nursery as warm, welcoming and friendly.

### **Personal development, behaviour and welfare are inadequate**

Staff use some appropriate strategies to promote children's good behaviour. However, staff are not always aware of children's actions towards other children. This is because staff do not deploy themselves effectively or supervise children carefully to support children's understanding of good behaviour. Staff hold current paediatric first-aid qualifications and know how to deal with any accidents or injuries children sustain. Accidents are monitored and there are clear procedures in place for the recording of these and the sharing of this information with parents. Although there is a key-person system in place, it is ineffective. Staff do not have suitable systems or communication in place to share information about children's care and learning needs when the key person is not at the nursery. In addition, some staff are not fully aware of who their key children are. Consequently, children's well-being is not promoted.

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

Children are not making expected progress in their learning and development. They are not challenged effectively or supported to be ready for school. Staff do not teach children well enough to support their all-round development effectively.

## Setting details

<b>Unique reference number</b>	EY478572
<b>Local authority</b>	Nottinghamshire
<b>Inspection number</b>	1031399
<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>	55
<b>Number of children on roll</b>	56
<b>Name of provider</b>	Childcare (East Midlands) LLP
<b>Date of previous inspection</b>	Not applicable
<b>Telephone number</b>	01623 662792

Cherubs Childcare Centre was registered in 2014. The setting employs eight members of childcare staff, of whom five hold appropriate early years qualifications from level 3 to level 5. The setting opens from Monday to Friday, for 51 weeks of the year. Sessions are from 7.30am until 6pm. The nursery provides funded early education for two-, three- and four-year-old children.

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