

Earlybirds Daycare

Normanton Methodist Church, Wakefield Road, Normanton, WF6 1AG



Inspection date

22 December 2015

Previous inspection date

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

- Children's safety and welfare are not assured. Staff are not diligent in carrying out risk assessments and fail to identify and address hazards to children both indoors and outside. Not all senior staff are aware of how to report child protection concerns.
- Staff deployment is not effective. Staff who hold appropriate first-aid qualifications are not always available to respond to emergencies at all times. There is no member of staff identified to take charge in the baby room.
- Children's behaviour is not managed effectively and staff's expectations are not always developmentally appropriate. Children are not supported in learning to manage their own behaviour in a way that is safe for themselves and others.
- There are significant weaknesses and inconsistencies in the quality of teaching. Planned activities for babies and toddlers are inappropriate and children become bored and restless.
- Assessments are inaccurate and staff are unable to identify and plan children's next steps precisely. Staff do not fully understand the purpose of the progress check for children between the ages of two and three years or the need to work with parents to complete this appropriately.

It has the following strengths

- The quality of teaching in the pre-school and holiday club is particularly strong. Children engage well with a good range of activities and are very sociable.
- The premises are secure. Gates are locked when children play outside and a camera and intercom system ensures monitored access only. Children are safeguarded further by the use of closed-circuit television.

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
■ take all reasonable steps to identify and minimise hazards to children	22/12/2015
■ ensure that a paediatric first aider is available to respond to emergencies quickly	22/12/2015
■ identify a suitably qualified and experienced member of staff to take charge in the baby room	19/01/2016
■ ensure that children's behaviour is managed appropriately	22/12/2015
■ ensure that all senior staff have a secure knowledge of how to report child protection concerns, including any allegations of abuse made against staff, so that that prompt action is taken in the absence of the lead practitioner	22/12/2015
■ implement effective assessment arrangements to identify children's progress and plan their future learning needs through challenging and appropriate activities	19/01/2016
■ develop staff's understanding of the importance of consulting with parents about the progress check for children between the ages of two and three years, and provide a written summary to parents identifying the child's strengths and any areas where progress is less than expected	19/01/2016
■ implement effective staff supervision arrangements in order to swiftly identify and tackle underperformance and inconsistency in practice.	19/01/2016

Inspection activities

- We carried out this inspection as a result of a risk assessment, following information we received about this provider.
- The inspector observed the quality of teaching during activities, and assessed the impact this has on children's learning.
- The inspector completed a number of joint observations with the provider.
- The inspector held a meeting with the provider. She looked at relevant documentation, such as the nursery's action plans 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

Rachel Ayo

Inspection findings

Effectiveness of the leadership and management is inadequate

There are significant weaknesses in the leadership and management which compromise children's safety and welfare. Safeguarding arrangements are not effective. The new provider is aware of some weaknesses in practice and is devising an action plan to address these in close consultation with her local authority. She is also developing the process for staff supervision. This is at a very early stage and has not identified the weaknesses with risk assessments and staff deployment, or the effect these are having on children's well-being. There is no person in charge of the baby room to oversee practice and develop a consistent and motivated approach to meet the individual needs of children in this age group. Risk assessments are not carried out diligently. On the day of inspection, cleaning materials were left within children's reach and lodged rainwater was left in buckets and other play items outdoors. These hazards were addressed by staff once they had been identified by the inspector. Staff in the baby room do not consider the risks posed to mobile toddlers or those learning to walk from the resources left strewn around the room. Staff have a knowledge of the possible signs or symptoms of abuse or neglect. They know to refer any concerns on promptly to the provider, who is the lead practitioner, for safeguarding. However, senior staff are less confident about their role in reporting concerns to the appropriate authorities in the absence of the provider.

Quality of teaching, learning and assessment is inadequate

There are significant differences in the quality of teaching across the nursery. Not all staff have a secure knowledge and understanding of how to promote the learning and development of children under three years of age. Staff do not demonstrate a motivating and enthusiastic approach and fail to consistently build on younger children's learning as they play. Activities are sometimes overly directed or not appropriate for the specific age group. On the day of inspection, young toddlers were expected to sit for long periods of time during a baking activity. Staff's expectations of the young children's levels of interest and engagement were developmentally inappropriate and children were repeatedly told not to touch items on the table. Some toddlers wandered off while those secured in low-level chairs fidgeted restlessly, having been given no toys to engage their interest as they waited. Staff are failing to accurately observe and assess the progress of younger children. Assessments are often overly optimistic and the planning of children's next steps is not precise enough to ensure that children make the progress they should. Staff do not work with parents to complete the required progress check for children between the ages of two and three years at the most useful point in their development. They do not understand the benefits of working in partnership with parents and health professionals when completing this. There is some partnership working with other professionals to support disabled children and those with special educational needs.

Personal development, behaviour and welfare are inadequate

Staff are not deployed effectively during some routines. There are sufficient staff with current first-aid training. However, ensuring that trained staff are present and available in order to respond to an emergency is not always taken into consideration, such as when transporting children to and from other settings. The management of children's behaviour

is not always appropriate. Some staff have unrealistic expectations of the behaviour of young toddlers. They do not use positive strategies or language to provide simple explanations to support children's developing understanding of why simple rules and boundaries exist. At times, children have minor bumps and injuries, as they are not made aware of the impact of their behaviour on their own safety or that of others. However, children in the pre-school room form strong friendships. They enjoy sharing experiences and ideas and learn to take turns with resources and negotiate with each other. Children are allocated a key person to help them to form secure attachments. There is an effective exchange of information with parents to ensure home routines are followed. Mealtimes across the nursery are relaxed and well-managed sociable occasions, where children serve their own healthy food. Children have daily access to areas outdoors, which helps to promote their physical well-being, and staff implement appropriate hygiene routines. Staff treat children equally and fairly, ensuring inclusion, and teach children to appreciate the differences between themselves and others.

Outcomes for children are inadequate

Children make some progress from their starting points. However this is often incidental, due to the weaknesses in the assessment process, and children do not consistently make sufficient progress. Children are learning to socialise and develop skills needed for the eventual move to school, such as independence.

Setting details

Unique reference number	EY495984
Local authority	Wakefield
Inspection number	1034619
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Age range of children	0 - 8
Total number of places	54
Number of children on roll	109
Name of provider	M D Normanton Ltd
Date of previous inspection	Not applicable
Telephone number	01924 898271

Earlybirds Daycare was re-registered in November 2015 under the current new ownership. It operates from the rear of Normanton Methodist Church. The nursery employs 12 members of childcare staff, including the provider, who is also the manager of the nursery. All staff hold appropriate early years qualifications ranging from level 2 to level 6. The nursery opens from Monday to Friday for 51 weeks of the year, closing for one week at Christmas. Sessions are from 7.30am until 6pm. It supports a number of disabled children and children with special educational needs.

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