

The Old Rectory at Moorcroft Grange

COBRIDGE COMMUNITY CENTRE, Bursley Road, Stoke On Trent, ST6 3DQ



Inspection date	19 January 2016
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

- The arrangements for safeguarding are inadequate. Leaders do not have robust systems in place to ensure the suitability of staff.
- Security of the premises is inadequate and children are at risk from strangers entering the premises.
- Teaching is weak and children do not make sufficient progress. Staff do not always behave appropriately towards children or show them respect. Planned activities do not always match individual children's needs. Some staff do not make regular observations and assessments of children's learning and development. The organisation of activities and routine tasks regularly interrupts children's play.
- Leaders do not check staff performance and their quality of teaching to enable them to identify areas for improvement. Leaders do not have procedures in place to check that children are making the best possible progress in their learning and development.
- Staff do not receive effective supervision, training and coaching to help improve their performance. Self-evaluation is poor.
- The key-person system is not effective. Children have limited opportunities to form close attachments and so, at times, are tearful. Parents are not supported to help their children to learn at home or informed of who their child's key person is.

It has the following strengths

- Children benefit and learn about the importance of daily exercise.

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
<ul style="list-style-type: none"> ■ implement robust recruitment systems to ensure that all staff are suitable to work with children, with particular regard to obtaining Disclosure and Barring Services checks and references 	15/02/2016
<ul style="list-style-type: none"> ■ ensure that unauthorised persons cannot gain access into the nursery 	15/02/2016
<ul style="list-style-type: none"> ■ provide effective support and supervision to identify issues and implement support, coaching and training to improve staff's teaching skills and performance 	29/07/2016
<ul style="list-style-type: none"> ■ review the deployment of staff and organisation of routines, so that children's play and learning are not disrupted 	29/07/2016
<ul style="list-style-type: none"> ■ ensure staff role model appropriate behaviour, with particular regard to communicating with children and treating them with respect. 	29/02/2016

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

	Due Date
<ul style="list-style-type: none"> ■ ensure all staff are aware which children they are key person for and offer a settled relationship for the child 	29/07/2016
<ul style="list-style-type: none"> ■ ensure all staff regularly observe and assess children and use this information to provide challenging and enjoyable learning experiences that are based on each child's interests and next stage of learning, so that they make good progress 	12/07/2016
<ul style="list-style-type: none"> ■ implement procedures to check that all children are making the best possible progress and to enable early intervention and support if required. 	11/03/2016

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

- implement successful self-evaluation processes so that areas for improvement are quickly addressed, in order that the quality of provision improves.

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 and registered provider. She looked at relevant documentation, such as the nursery's self-evaluation and checked evidence of the suitability of staff working in the nursery.
- The inspector spoke to a selection of parents during the inspection and took account of their views.

Inspector

Karen Laycock

Inspection findings

Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding are inadequate. Leaders do not make checks regarding staff's previous employment as part of a robust recruitment procedure. Disclosure and Barring Service checks for new staff have not been carried out. This puts children at risk of harm. Leaders do not ensure the safety of the children who attend the nursery. Access to the nursery can be gained by unseen or unauthorised persons via a door in the corridor. Staff turnover and absence is high. Staff's teaching skills and interaction with children are inadequate. Leaders recognise that these issues are contributing to the inadequate quality of the service they provide. Leaders do not provide support and supervision to improve the quality of teaching and performance. They do not check children's progress over time to ensure that all children make good progress or that gaps in children's learning can be acted upon. Partnerships with parents are poor. Staff do not support parents to help them to continue their child's learning at home.

Quality of teaching, learning and assessment is inadequate

Play opportunities too often do not meet the needs of the children as they are poorly planned and do not match children's abilities or interests. Observation and assessment of children's learning are inadequate. Children attend for several months without observation or assessment of their abilities. This prevents children's progress being checked over time. Planning is broad and is not linked to children's individual next stages of learning. Activities are not tailored to meet children's individual learning needs. Children try and move away from activities that are mundane and inappropriate for their level of understanding and abilities. They choose resources of interest, staff remove these from them and return the children to the activity. During group activities, children become bored. They roll around and swing toys. Staff continue with the activity as they do not have the skills and experience to adapt activities to meet the needs of the children. Key persons change regularly. Handover arrangements are ineffective and staff do not have sufficient information to effectively meet children's ongoing learning needs. This means they fulfil a supervisory role rather than providing quality learning experiences. Communication and language skills are not supported as some staff spend long periods without any purposeful conversations with the children. Organisation of activities is poor. Children are regularly distracted from listening to, and concentrating on, adult-led activities due to routines and other activities taking place in the same vicinity. That said, some staff working with older children use their skills well to provide individual and targeted learning opportunities.

Personal development, behaviour and welfare are inadequate

The key-person system in this nursery does not support the children who attend. Some parents are not aware of who their child's key person is. Some staff treat children with disrespect. For example, too regularly they take children from their play, without explanation or discussion. A child was bumped, without the member of staff noticing, as she had no eye contact or communication with the child during this time. This poor practice does not teach children to develop a positive sense of themselves or to learn how to respect others.

Outcomes for children are inadequate

The provider does not ensure the safety of the children who attend. Children are not given sufficient opportunities to make good progress. Children are not effectively prepared for their next stage of learning.

Setting details

Unique reference number	EY479242
Local authority	Stoke on Trent
Inspection number	988399
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	2 - 4
Total number of places	50
Number of children on roll	76
Name of provider	The Old Rectory Kindergarten Limited
Date of previous inspection	Not applicable
Telephone number	01782 824971

The Old Rectory at Moorcroft Grange was registered in 2014. The nursery employs 12 members of childcare staff. Of these, 10 hold appropriate early years qualifications that range from level 2 to level 6. The nursery opens from Monday to Friday all year round. Sessions are from 8am until 6pm. The nursery provides funded early education for two-, three- and four-year-old children.

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