

Cots & Tots Private Day Nursery

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



Inspection date

19 February 2016

Previous inspection date

22 September 2015

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Inadequate	4
Effectiveness of the leadership and management		Requires improvement	3
Quality of teaching, learning and assessment		Requires improvement	3
Personal development, behaviour and welfare		Requires improvement	3
Outcomes for children		Requires improvement	3

Summary of key findings for parents

This provision requires improvement. It is not yet good because:

- Staff are well qualified, but this is not reflected well enough in practice. The quality of teaching is variable and in particular, is weaker in the under-two's room.
- Staff working with children in the under-two's room do not focus sufficiently enough on the most important areas of learning for this age group. These are communication and language, physical development and personal social and emotional development.
- Staff's assessments of children's progress are not consistently used well enough to plan more effective activities, in order to accelerate children's learning.
- Outdoor equipment for younger children is a little sparse and the equipment they do have does not always motivate them to enjoy learning through purposeful play.
- The management team now reviews staff practice and although there have been some improvements, it is not sufficient enough.

It has the following strengths

- The management team has worked hard since the last inspection to address and continually work on the issues raised. They have made good use of the self-evaluation process to identify and set targets to drive the service they provide further.
- Partnerships with parents are successful. Parents share their views regarding the changes the management team has introduced, and how they can see the increased improvements having a positive impact on their children's care, learning and play.

What the setting needs to do to improve further

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

	Due Date
■ develop the quality and consistency of staff's teaching, particularly in the under-two's room	31/03/2016
■ ensure that staff working with the youngest children focus strongly on communication and language, physical development and personal, social and emotional development, so that children make good progress in these areas of learning	31/03/2016
■ ensure all staff complete their assessments of children's learning accurately and use the information gained to plan a range of play experiences to drive children's learning forward.	31/03/2016

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

- improve the variety of resources younger children have available to them when playing outdoors
- focus staff performance systems more on raising the quality and consistency of teaching across the nursery.

Inspection activities

- The inspector observed the quality of teaching in all age groups, during activities inside and outdoors, and assessed the impact this has on children's learning. She also accompanied staff and children as they walked in the local community.
- The inspector completed two joint observations with the deputy manager, in two different age groups.
- The inspector looked at a sample of children's assessment records and discussed the systems for planning children's play experiences with staff.
- The inspector looked at a sample of policies, including risk assessments. She discussed staff's knowledge of safeguarding issues and the training they had undertaken.
- The inspector held a meeting with the manager and deputy manager. She looked at a sample of relevant documentation, such as the manager's self-evaluation and evidence of the suitability and qualifications of staff working in the nursery.
- The inspector spoke to a small selection of parents and children during the inspection and took account of their views.

Inspector

Joanne Parrington

Inspection findings

Effectiveness of the leadership and management requires improvement

The deputy manager is well qualified and has strong leadership qualities. She has worked closely with the owners to make huge improvements. Since the last inspection, new procedures have been introduced. These have had a positive impact on raising the quality of care and learning children receive. The arrangements for safeguarding are effective. All staff have attended safeguarding training to raise their awareness of procedures, including how to contact the relevant outside professionals. Staff have a better understanding of how to promote children's safety and welfare. They use risk assessment procedures to effectively reduce risks to children. Staff speak positively about the support and coaching they receive through the newly implemented supervision sessions and observations of practice. Due to the infancy of these, more time is needed in order to see an overall impact on practice and raise the quality of staff's teaching to a consistently good standard.

Quality of teaching, learning and assessment requires improvement

Most staff have improved their skills and are making better use of the information they gather from children's assessments. They plan activities based on what children need to learn next. Some staff have highlighted gaps in children's learning and plan more specific support to help close these gaps. However, some weaknesses are still apparent. Staff who care for children in the under-two's room do not use the information they gather from parents and their own observations well enough. Staff do not place a strong enough focus on helping these children make good progress in the key areas of learning and reducing any gaps identified in these areas. The quality of staff's teaching in the under-two's room is weaker, in comparison to the other age groups. Leaders have recognised that these staff require some guidance and have sought further support from the local authority.

Personal development, behaviour and welfare require improvement

Weaknesses identified, particularly in the under-two's room, impact on how well these children develop in their personal, social and emotional development. All children have opportunities to play outdoors and go on adventures in the community. Older children have a selection of outdoor resources that helps develop their physical skills and imagination. However, resources for younger children are not as plentiful. Improvements have been made to support children's welfare. Hygiene practices have been reviewed. Staff help children learn about this topic through modelling stronger practices. All rooms are clean, bright and arranged so children have space to play and explore. Toys are of good quality and are safe and clean for children to play with. All children have a key person, who they build close relationships with, which help to support their emotional well-being. Children arrive positively and are well behaved.

Outcomes for children require improvement

The rate at which children make progress is variable. Younger children are not always provided with a secure foundation on which to build their future learning. Pre-school children make better progress as they receive strong support and teaching. This helps them become confident learners and overall, gain the skills they will need for their future learning at school.

Setting details

Unique reference number	316450
Local authority	Rochdale
Inspection number	1029532
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 - 4
Total number of places	50
Number of children on roll	46
Name of provider	Philip Leigh
Date of previous inspection	22 September 2015
Telephone number	01706 656 260

Cots & Tots Private Day Nursery was registered in 1994. The nursery employs 10 members of childcare staff. Of these, eight hold appropriate early years qualifications at level 3. The deputy manager is qualified at level 6. The nursery opens Monday to Friday, all year round, excluding bank holidays and a week at Christmas. Sessions are from 7.45am until 5.30pm.

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