

Early Days Nursery

330 Weston Road, Stoke On Trent, ST3 6EZ



Inspection date

Previous inspection date

28 April 2016

Not applicable

The quality and standards of the early years provision	This inspection: Previous inspection:	Inadequate Not applicable	4
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 welfare and safety are not assured. Safeguarding practices are not monitored and requirements are not implemented adequately to ensure risks are minimised and children's safety is promoted fully.
- Poor staff deployment in the pre-school and, on occasions, in the toddler room, results in children not being adequately supervised and their safety is compromised. In addition, on these occasions, the children's education, care and emotional needs are not met.
- High staff sickness levels in some rooms result in a key-person system that is weak and does not meet children's needs. As a consequence, staff do not spend enough time with their key children and do not get to know them well enough to help them form secure attachments or to meet their needs.
- The leadership and management team is ineffective. Staffing arrangements do not help secure the care, well-being and safety of children at all times. Systems to manage staff underperformance are not robust enough and poor identification of staff's development needs results in inconsistent practice.
- The quality of teaching and use of assessment information in some rooms are not consistently good and, on occasions, are inadequate.

It has the following strengths

- The quality of interaction, teaching and care in the baby room is consistently good. Staff are attentive to children's care and emotional needs and help them make good progress in their development.
- Staff have a good understanding of the signs of abuse and the procedure to follow if they are concerned about a child being abused.

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
■ ensure all staff follow the agreed procedure for checking the identity of individuals collecting children, and that they are only released into the care of individuals who have been notified by the parent	28/04/2016
■ take all reasonable steps to remove, minimise and manage risks and hazards to protect children's safety and welfare, particularly the risks associated with the cable and attached socket in the outdoor play area	28/04/2016
■ ensure staffing arrangements and the routines in place meet the care needs of all children and assure their well-being, safety and effective supervision	28/04/2016
■ ensure a member of staff who holds a current paediatric first-aid certificate accompanies children on outings	28/04/2016
■ ensure there is a designated member of staff who is capable and has the appropriate skills, knowledge and understanding of their role and responsibilities to take charge in the absence of the manager	28/04/2016
■ improve the key-person system to ensure children's care is tailored to meet their individual needs and to offer a settled relationship with the child	18/05/2016
■ ensure staff's professional development needs are identified and met through ongoing support and training, and any underperformance is swiftly managed so that the quality of teaching and learning is improved	17/06/2016
■ ensure all children's levels of achievement are identified consistently and that staff use the information to provide accurate assessments of the progress children are making and to plan effectively for children's future learning	17/06/2016
■ improve the quality of staff interaction with children so that children's play and learning are adequately supported and all children receive the help they need to be fully involved.	17/06/2016

Inspection activities

- This inspection was carried out following the risk assessment process as a result of concerns being raised about the quality of the provision.
- The inspector observed the quality of teaching during activities indoors and assessed the impact this has on children's learning.
- The inspector completed a joint observation with manager and held a meeting with manager and provider.
- The inspector looked at relevant documentation, such as the nursery's self-evaluation 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

Parm Sansoyer

Inspection findings

Effectiveness of the leadership and management is inadequate

Arrangements for safeguarding are not effective. Children's welfare and safety are significantly compromised because keeping children safe is not given adequate priority. Staff's roles and responsibilities are not clear. Staff do not know who is accountable when the manager or named deputy are not on site. As a consequence, there is ineffective leadership during these times. Not all staff follow the agreed procedure for checking the identity of individuals collecting children to ensure children are only released into the care of individuals who have been notified by the parent. Swift action has not been taken to remove an identified risk in the outdoor area and staff practice regarding this is inconsistent. A cable and attached metal socket pose a risk to children because they are readily accessible. Self-evaluation is weak because the manager and provider have an unrealistic view of the overall quality and performance of the nursery. Nearly all staff are suitably qualified. However, any action taken to manage their underperformance is not effective and swift enough. In addition, the system for staff supervision and staff's professional development is not used adequately to ensure practice is consistently good. All the required records, policies and procedures are in place, including a complaints procedure and a record of complaints is maintained.

Quality of teaching, learning and assessment is inadequate

On the occasions when staff deployment is poor, particularly in the pre-school room, teaching is inadequate. Staff do not have an overview of what the children are doing and some children are left too long without any staff interaction or supervision. During some activities, when there is a clear learning intention, the quality of teaching is good. Staff use observation and assessment inconsistently. Some of the children's assessments are not up to date and do not provide an accurate picture of the progress children are making. The quality of teaching and use of assessment in the pre-school and toddler rooms are inconsistent and not good enough overall. In contrast, staff in the baby room place a strong focus on ensuring they observe and track children's progress carefully. They plan challenging experiences based on children's interests to extend their learning.

Personal development, behaviour and welfare are inadequate

Children's welfare is significantly compromised because of the poor safeguarding practice. In addition, children are not always adequately supervised to ensure their safety. This is because children are not always in sight or hearing of staff. As a result, staff do not notice when children are upset and require comfort and do not know if they are safe. Staff also take and collect children from school. However, those in charge do not organise these school runs to ensure that at least one member of staff holds a current paediatric first-aid certificate on their outings. This seriously compromises children's welfare. The key-person system is not fully effective across the nursery. Therefore, there are occasions when the children's care is not tailored to meet their individual needs. Furthermore, due to staff absences, there is no consistent person available to offer a settled relationship for some children. Children are developing healthy food preferences. They are offered fruit and vegetables at snack and mealtimes. Staff build on children's independence by encouraging

them to wash their own hands and help tidy up. Feedback from parents shows they are pleased with the service provided.

Outcomes for children are inadequate

Not all children make good progress because their learning is not promoted well enough across the nursery. Children in the pre-school room do not acquire some of the basic skills they need to be ready for school. The activities and routines provided do not hold children's interest or engage them purposefully. Children's behaviour is not consistently good and some children do not learn right from wrong or learn to show concern for others when they are upset. Children in the baby room show good levels of interest and enjoyment. Children who have special educational needs or disability do make some steady progress from their starting points due to the targeted support offered.

Setting details

Unique reference number	EY491545
Local authority	Stoke on Trent
Inspection number	1049137
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 - 11
Total number of places	67
Number of children on roll	96
Name of provider	Early Days (Staffordshire) Limited
Date of previous inspection	Not applicable
Telephone number	01782 325234

Early Days Nursery was registered in 2015. The nursery opens from Monday to Friday, all year round, except for bank holidays. Sessions are from 7am until 6pm. There are 15 members of staff employed. Of these, one holds an early years qualification at level 6, three hold a qualification at level 5, nine hold a qualification at level 3 and one holds a qualification at level 2. The nursery supports children who have special educational needs or disability.

This inspection was carried out by Ofsted under sections 49 and 50 of the Childcare Act 2006 on the quality and standards of provision that is registered on the Early Years Register. The registered person must ensure that this provision complies with the statutory framework for children's learning, development and care, known as the Early Years Foundation Stage.

Any complaints about the inspection or the report should be made following the procedures set out in the guidance 'Complaints procedure: raising concerns and making complaints about Ofsted', which is available from Ofsted's website: www.gov.uk/government/organisations/ofsted. If you would like Ofsted to send you a copy of the guidance, please telephone 0300 123 4234, or email enquiries@ofsted.gov.uk.

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory Support Service (Cafcass), schools, colleges, initial teacher training, work-based learning and skills training, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 4234, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence/, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at www.ofsted.gov.uk/resources/120354.

Interested in our work? You can subscribe to our website for news, information and updates at www.ofsted.gov.uk/user.

Piccadilly Gate
Store St
Manchester
M1 2WD

T: 0300 123 4234
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/government/organisations/ofsted

© Crown copyright 2015

