

Alison's Childcare And Early Education (ACE) Ltd

Unit A1, Robian Way, SWADLINCOTE, Derbyshire, DE11 9DH



Inspection date

Previous inspection date

12 May 2016

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 are not always effectively safeguarded. Staff do not have a suitable knowledge of child protection issues. Risk assessments do not minimise all hazards to children. Staff do not always supervise children outdoors and do not always keep a written record of accidents.
- Staff deployment is poor. Staff rarely engage with children's play and routines are disorganised. At times, there are insufficient numbers of qualified staff on the premises.
- Staff do not use appropriate methods to manage children's behaviour. Some staff are overly negative with children and do not help them understand what is expected of them.
- The manager does not give appropriate attention to developing the skills and knowledge of staff. Induction does not ensure that staff are familiar with policies and procedures. Supervision fails to identify or address weaknesses in teaching.
- The key-person system is poor. Staff do not support children when they are new to the setting. They do not know children well enough to be able to fully meet their needs.
- Teaching is poor. Staff are not aware of children's progress in learning. They do not plan to help children move forward in their learning. They fail to interact with children during their play, or support their interests. Insufficient information is gathered from and shared with parents and carers, in order to support children's learning.

It has the following strengths

- Staff provide daily opportunities for children to play outdoors and enjoy fresh air.

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 reasonable steps are taken to minimise risks | 26/05/2016 |
| ■ ensure all staff understand the safeguarding policy and procedures, and have up-to-date knowledge of safeguarding issues | 26/05/2016 |
| ■ ensure a written record of all accidents, injuries and first-aid treatment is kept and is available at inspection | 26/05/2016 |
| ■ ensure staffing arrangements are organised to meet the needs of all children and ensure their safety | 26/05/2016 |
| ■ ensure children's behaviour is managed appropriately and that they are supported to understand what is expected of them | 09/06/2016 |
| ■ ensure all staff receive induction training, helping them understand their roles and responsibilities, as well as relevant policies and procedures | 26/05/2016 |
| ■ implement supervision for staff and provide support, coaching and training to improve their personal effectiveness, so children benefit from quality learning and development experiences | 07/07/2016 |
| ■ ensure there is always at least one member of staff with a relevant level 3 qualification, and at least half of all other staff have a full, relevant level 2 qualification | 26/05/2016 |
| ■ ensure each child is assigned a key person, in order to help them familiarise with the setting, developing a settled relationship, and ensure their learning and care is tailored to meet individual needs | 26/05/2016 |
| ■ develop observation and assessment systems to recognise children's progress, understand their needs and plan relevant activities and support | 04/08/2016 |
| ■ plan challenging and enjoyable experiences for each child in all areas of learning and development, taking into consideration their stage of development | 04/08/2016 |
| ■ ensure staff guide children's learning and development through warm, positive interaction and that they respond to each child's emerging needs and interests | 04/08/2016 |
| ■ enable a regular, two-way flow of information with parents/carers, including relevant information about how children are settling at the nursery and their daily activities. | 09/06/2016 |

Inspection activities

- The inspection was carried out following the risk assessment process when concerns were raised about the provider's ability to meet requirements.
- 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 manager.
- The inspector held a meeting with the manager. She looked at relevant documentation, such as evidence of the suitability of staff working in the nursery.
- The inspector spoke to a small selection of parents and carers during the inspection and took account of their views.

Inspector

Justine Ellaway

Inspection findings

Effectiveness of the leadership and management is inadequate

Staff induction is ineffective. Staff do not receive appropriate information to ensure that they are familiar with the policies and procedures. Supervision fails to identify weaknesses in the quality of teaching or to agree support for staff to help them make improvements. The manager does not ensure that there are sufficient qualified staff on the premises at all times. Risk assessments do not effectively minimise all risks to children, particularly with regards to the outdoor area and some of the equipment. Staff do not always ensure children are supervised outdoors to promote their safety. Staff are not effectively deployed to support children's play or routines. Staff do not carry out an appropriate assessment of children's stage of development. Planning does not meet the needs of children or support their learning. The key-person system is not established successfully enough. Staff do not gather or share relevant information with parents or carers, in order to help support children's learning. In addition, further breaches of the requirements of the early years foundation stage were identified. The arrangements for safeguarding are ineffective. Staff do not have a suitable understanding of child protection issues or the procedure to follow in the event of any concerns. Staff do not always maintain an appropriate record of accidents. They do not manage children's behaviour in an appropriate manner and do not guide or support children's learning appropriately. However, the manager does undertake checks on staff to establish their suitability. There are appropriate procedures in place to manage mobile phones and cameras safely. Staff do work in partnership with other settings that children attend to share some information about children.

Quality of teaching, learning and assessment is inadequate

The quality of teaching is poor. Staff do not know what children are capable of. Planning does not take into account what children need to learn next, or address the needs of children who speak English as an additional language. Staff discuss what they are going to do next while leaving children waiting. Staff rarely interact with children and often sit in silence. When they do interact, this is not purposeful. Occasionally, staff start tidying away the toys when there is no need to do so. Most children spend the majority of their time without focus and quickly move from one activity to another. Although staff share information with parents and carers, this does not accurately reflect what children have been doing throughout the day. It often describes that children have been engaged in play when they have not. Staff do not gather sufficient information about what children can do when they first start, to make sure they understand the starting points for their future learning.

Personal development, behaviour and welfare are inadequate

Some children struggle to settle within the nursery, which significantly affects their emotional well-being. Staff do not often comfort or reassure children who are upset. Recent changes to the key-person system mean that staff are not always aware of which children they are the key person for. Furthermore, if a child gets missed off the list, this is not picked up for some time. Some staff are very negative in their management of children's behaviour and constantly tell children what not to do. Staff rarely offer any praise or encouragement. They fail to distract and engage children when they are bored.

Some routines, such as snack time, are disorganised and result in poor behaviour. The nursery has an appropriate variety of resources.

Outcomes for children are inadequate

The ineffective support from staff means that children do not make sufficient progress in their learning and development. The majority of children struggle to engage in play and their exploration and investigation skills are restricted by staff. Children spend a significant amount of time wandering from one activity to another. Some children lack the confidence and are neither comfortable nor secure in the nursery. They display signs of upset as they struggle to develop relationships with staff or others. Children do not always understand what is expected of them. Some children quickly become frustrated when trying to do something and will not persevere. Children are not developing the skills they need for their future learning.

Setting details

| | |
|------------------------------------|---|
| Unique reference number | EY493193 |
| Local authority | Derbyshire |
| Inspection number | 1050755 |
| 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 | 1 - 8 |
| Total number of places | 30 |
| Number of children on roll | 45 |
| Name of provider | Alison's Childcare And Early Education (ACE) Ltd |
| Date of previous inspection | Not applicable |
| Telephone number | 01283215342 |

Alison's Childcare and Early Education (ACE) Ltd was registered in 2016. The nursery employs nine members of childcare staff. Of these, one holds an appropriate early years qualification at level 5 and three at level 3. The nursery opens from Monday to Friday all year round. Sessions are from 6am until 6pm. The nursery provides funded early education for two-, three- and four-year-old children. It supports children who speak English as an additional language.

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