

Little Treasures Day Nursery

38 Laidleys Walk, FLEETWOOD, Lancashire, FY7 7JL



Inspection date

31 May 2016

Previous inspection date

11 September 2013

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Requires improvement	3
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Requires improvement	3

Summary of key findings for parents

This provision is inadequate

- The current arrangements for recruitment and completing some of the Disclosure and Barring Service checks for staff, lack sufficient rigour to fully assure children's safety.
- Arrangements for safeguarding children have weaknesses. The provider does not have a sufficiently robust understanding of her obligations regarding identifying and reporting people who may be disqualified from registration or working with children. Staff are not aware of circumstances they are expected to disclose that may affect their suitability to work with children.
- Staff are not supported through regular supervision and training to improve their personal effectiveness.
- There are a sufficient number of adults with a range of relevant qualifications which meets legal requirements. However, staff are not always deployed effectively during some parts of the day to fully meet the care needs of all children.
- Some staff do not undertake assessments of children's learning or complete required progress checks in a timely manner, to promote the good progress of all children.

It has the following strengths

- Children's independence and self-help skills are promoted well. This helps them to do things for themselves.
- The interesting and well-planned rooms, and outside area provide children with lots to touch and test; tempting them to be inquisitive and develop skills, which helps them to be independent active learners.

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 procedures for staff recruitment are robust and any suitability checks undertaken are retained and include evidence of any additional checks undertaken	28/06/2016
■ develop understanding of any legal obligations in relation to the disqualification requirements and ensure there are effective systems in place to find out whether a person may be disqualified; share these with staff so they have a robust understanding of the steps they must take to report any changes to their circumstances that may affect their suitability to care for children	28/06/2016
■ implement a regular programme for staff supervision, in order to ensure there is a well-established programme of professional development, to coach and support staff to improve their personal effectiveness and drive continuous improvement in teaching and care for children	28/06/2016
■ ensure staffing arrangements are organised in a way that consistently supports children's care and learning needs	28/06/2016
■ ensure assessment of children's learning is rigorous and consistently helps them to make the best progress	31/07/2016
■ ensure that any progress checks, including those that are for a child aged between two and three, are conducted in a timely manner.	31/07/2016

Inspection activities

- We carried out this inspection as a result of risk assessment, following information received about this provider.
- The inspector viewed activities in the playrooms on both floors of the premises and the outdoor play area. The inspector observed teaching and interactions between the staff and children.
- The inspector spoke with members of staff and children at appropriate times during the inspection. The inspector also took account of the views of parents spoken to on the day of the inspection.
- The inspector held meetings with the owner and manager. The inspector discussed self-evaluation arrangements and plans for future improvement.
- The inspector carried out a joint observation with the manager.
- The inspector looked at children's registration records and planning documentation. He checked the evidence of the qualifications and suitability of staff working in the nursery and also looked at other documentation. The inspector also checked accident records, risk assessments and other pertinent safety documentation.
- The inspector checked the arrangements for the deployment of staff, including those trained in first aid.

Inspector

Frank Kelly

Inspection findings

Effectiveness of the leadership and management is inadequate

Arrangements for safeguarding are ineffective. This is due to the owner's lack of understanding of when and how to accept an existing Disclosure and Barring Service check. In such circumstances she has failed to undertake additional checks to verify an adult's suitability to work with children. In addition, the owner and staff are not familiar with their legal responsibility to ensure the safety of children in relation to adults who are, or become, disqualified. The owner has also not made staff aware of reporting changes to their circumstances that may affect their suitability to work with children. Safeguarding procedures are suitably understood by staff should child protection concerns arise. The premises are appropriately organised and the adult-to-child ratios and staff qualification requirements are met. However, while there are sufficient staff on the premises, their deployment is not always effectively organised. For example, insufficient adults are with children in the toddler room and during staff lunch breaks. A high number of staff have appropriate first-aid training and arrangements for outings are suitably organised. Risk assessments include the route and expected times of return. Accident recording reflects legal requirements and records are shared promptly with parents. Observations of staff's performance are ineffective and lack rigour. Arrangements for supervision have not been implemented with sufficient frequency and so there is little feedback to help staff to evaluate their teaching, in order to help improve children's care and learning. Through discussion the owner demonstrates her understanding of how she can develop a more rigorous self-evaluation and review to promote improvement.

Quality of teaching, learning and assessment requires improvement

The playrooms provide children with a suitably broad range of experiences to cover all areas of learning. Staff have a variety of qualifications and experience. During daily interactions they provide appropriate support for children to extend their skills and learning. For example, babies are encouraged to crawl and pull themselves up. They enjoy making dashes and dots on paper with chunky crayons. In the playhouse, toddlers are invited to count and sort tubs into sizes, to help support their mathematical understanding. Pre-school children, eagerly listen to a story and use tools and their imagination to create pictures with collage materials. Overall, planning and assessment of children's learning is, generally, undertaken with sufficient frequency to support most children to make steady progress. However, some required assessments for some children, such as the progress check for children aged between two and three years, have not always been completed or done in a timely manner.

Personal development, behaviour and welfare are inadequate

The weaknesses surrounding safeguarding and the deployment of staff impact on the quality of care, safety and well-being of children. Nevertheless, staff present are warm and friendly and children respond to their key person well. Babies are settled and at ease and older children enjoy interacting with visitors. Staff follow recommended hygiene procedures and the nursery is clean and well presented. The recently appointed cook is beginning to revise the menus. Some alternatives for children are in place and information about what children have eaten each day is shared with parents via a daily diary. Children

are developing an understanding about keeping themselves safe. Toddlers and pre-school children willingly help to tidy up. Staff help children to behave well and children demonstrate they understand the simple rules to follow.

Outcomes for children require improvement

Children are developing their social, physical and communication skills steadily. Babies explore the sand and other tactile materials, such as paint on a regular basis. Toddlers spontaneously break out into song and eagerly sing favourite rhymes, accompanying them with enthusiastic actions. Older children show interest and respect as they listen to their peers and friends talk about their photographs during small-group time. These activities help children develop the skills, which helps them make some progress towards their next stages of life and learning. However, procedures for assessment require improvement to help children make good progress.

Setting details

Unique reference number	EY407122
Local authority	Lancashire
Inspection number	1052140
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register
Age range of children	0 - 4
Total number of places	77
Number of children on roll	93
Name of registered person	Gail Winifred Gibbons
Registered person unique reference number	RP909775
Date of previous inspection	11 September 2013
Telephone number	01253870055

Little Treasures Day Nursery was registered in 2010. The setting employs 12 members of childcare staff. Of these, all hold appropriate early years qualifications at levels 2, 3, 4, or 5. The nursery opens Monday to Friday all year round, with the exception of bank holidays. Sessions are from 7.30am until 6pm. The nursery provides funded early education for two-, three- and four-year-old children.

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