

Inspection date	16 August 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 provider has failed to notify Ofsted of a change of manager.
- Leaders and managers do not check staff's knowledge or monitor the quality of their teaching well enough. When weaknesses are identified they do not take swift enough action to improve staff's understanding and practice.
- Not all staff can demonstrate a suitable knowledge and understanding of their responsibilities or the action that they could take should they have a child protection concern. They are not familiar with current legislation and guidance.
- Observations and assessments of what children know, understand and can do are not precise or frequent enough. Staff do not have enough information to plan effectively for children's next steps in learning. Activities do not sufficiently stretch and challenge children. This means that they are not consistently supported in making good progress.
- Staff do not consistently support and guide children in learning how to behave well. Children are not effectively helped to acquire key skills ready for their next stage in learning.
- Self-evaluation has not been effective in identifying and addressing areas that require improvement within the nursery.

It has the following strengths

- Children generally enjoy attending the nursery and have good relationships with staff.
- Parents comment positively about the nursery. They indicate that they have noticed some recent improvements since the employment of the new manager.

What the setting needs to do to improve further

To meet the requirements of the early years foundation stage the provider must:

	Due Date
<ul style="list-style-type: none"> ■ use effective support and supervision to improve the quality of teaching, enabling staff to challenge children effectively to help them make at least good progress in their learning and development 	17/11/2016
<ul style="list-style-type: none"> ■ ensure that all staff have a suitable knowledge and understanding of safeguarding procedures and are able to respond to any concerns 	17/11/2016
<ul style="list-style-type: none"> ■ ensure ongoing observation and assessment is accurate and used to inform the planning of challenging activities that sharply focus on children's individual learning needs and interests, helping them to make the best possible progress 	17/11/2016
<ul style="list-style-type: none"> ■ ensure all staff consistently manage children's behaviour effectively and help them learn key skills ready for their next stage in learning. 	17/11/2016

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

- make better use of self-evaluation to measure performance and set precise targets to ensure practice is of a good standard.

Inspection activities

- The inspector observed the quality of teaching during activities indoors and outside. She assessed the impact this has on children's learning.
- The inspector viewed all areas of the premises used by children, including the outdoor environment.
- The inspector held a meeting with the acting manager. She looked at relevant documentation, such as evidence of the suitability of staff working in the nursery.
- The inspector spoke to a number of parents, staff and children during the inspection and took account of their views.

Inspector

Claire Jenner

Inspection findings

Effectiveness of the leadership and management is inadequate

Arrangements for safeguarding are ineffective. The provider's understanding and implementation of the requirements of the early years foundation stage are not good enough. Not all staff are knowledgeable enough about safeguarding procedures. They do not know about the procedures they should follow if they have concerns about a child's welfare or the conduct of another member of staff. Leaders and managers do not accurately monitor the educational programme or aspects of staff's teaching. For example, they do not check the accuracy of staff's assessments of children's learning or check how they use these to plan for each child's progress. Leaders and managers do not provide effective or timely action to support staff in their roles. At the time of the inspection, children of all ages were grouped together. Adult-to-child ratios were met and children were appropriately supervised. Records of attendance are maintained, detailing the hours of attendance of children and staff. Daily risk assessments of the premises are carried out by staff to check that the environment is safe and secure. The temporary manager is a qualified teacher and has some early years experience, which she is using to help improve some aspects of the provision.

Quality of teaching, learning and assessment is inadequate

The quality of teaching is too variable and is not sufficiently matched to children's needs. Staff are unable to plan well or teach effectively because their assessments of children's progress are not accurate or frequent enough. Some staff join in and talk with children as they play. However, others watch and do not engage meaningfully with children in order to extend their learning. For example, children of all ages explore play dough. Staff demonstrate how they can roll the dough but talk is minimal and they do not respond to or build on children's developing ideas. Staff do not take into consideration the different ages and abilities of children during activities and daily routines. For example, during lunchtime older children are given inappropriate eating utensils. Staff do not give them opportunities to make independent choices or to undertake tasks by themselves. Parents are provided with feedback about their child's time at nursery. This includes information on sleep and mealtimes and the activities they have enjoyed during the day.

Personal development, behaviour and welfare are inadequate

Staff do not have high enough expectations of children's behaviour. They do not always address incidents of less positive behaviour. For example, they do not help younger children to understand how their actions may hurt others. At mealtimes, they do not encourage children to use good manners or to do things for themselves and be independent. Group rooms are attractively presented and children can access a suitable range of toys and resources. Children have daily opportunities to play outdoors and experience fresh air and exercise. They are provided with an adequate range of meals and snacks. Staff are aware of and take into account children's individual dietary needs during these times. Older and younger children form positive relationships with each other.

Outcomes for children are inadequate

Weaknesses in the leadership and management of the nursery mean outcomes for children are not good enough. The quality of teaching is variable and staff do not provide suitably challenging learning experiences. Consequently, some children are not sufficiently well prepared for the next stage in their learning or their move on to school.

Setting details

Unique reference number	EY487667
Local authority	Leicester City
Inspection number	1067341
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register
Age range of children	0 - 4
Total number of places	25
Number of children on roll	21
Name of registered person	The Leicester Islamic Academy Trust
Registered person unique reference number	RP534473
Date of previous inspection	Not applicable
Telephone number	07442496073

LIA Gems was registered in 2015. The nursery employs seven members of childcare staff, all of whom hold appropriate early years qualifications at level 2 or 3. The nursery opens from Monday to Friday, all year round. Sessions are from 7.45am until 6pm. The nursery provides funded early education for two-, three- and four-year-old children.

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 2016

