

The Butterfly Creche Ltd

272 Colne Road, Burnley, BB10 1DZ



Inspection date

Previous inspection date

17 August 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

- Procedures for the vetting of staff are not sufficiently robust. The manager does not have effective procedures in place to ensure the ongoing suitability of staff.
- Not all staff demonstrate a clear knowledge and understanding of the correct procedures to report concerns regarding the conduct of another adult or about children's welfare.
- Staff do not place a sharp enough focus on plans to promote children's individual learning and next steps. Assessments of children are not accurate and not used effectively to help children make good progress in their learning. Monitoring of educational programs is not robust enough.
- The manager and staff have not considered all possible risks to children in the playroom.
- The key-person system is not sufficiently robust in ensuring children's emotional well-being and communication with parents are effectively promoted.
- Staff do not consistently support children to maintain good hygiene procedures.
- Staff are not supported by the manager to receive coaching, improve their teaching and identify training needs.
- Self-evaluation is not effective in identifying aspects of the provision that are weak or require improvement.

It has the following strengths

- Children and parents who speak English as an additional language are supported by the bilingual staff.

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
■ implement robust systems for the vetting of staff, including checking staff's ongoing suitability to care for children	31/08/2016
■ ensure all staff are trained in safeguarding, including the procedures to follow should they have concerns about another member of staff or about the welfare of a child	31/08/2016
■ plan meaningful activities and experiences that are tailored to reflect children's individual ways of learning and next steps	31/08/2016
■ monitor the frequency and accuracy of assessments and the educational programmes to help children make good progress in their learning	31/08/2016
■ ensure the safety of all children in the playroom by ensuring the mirror is safe and secured	31/08/2016
■ implement a robust key-person system that supports the emotional well-being of children and promotes positive and open communication between staff and parents to meet children's individual needs	31/08/2016
■ provide staff with regular coaching and supervision so they are supported to improve their teaching skills, personal effectiveness and identify appropriate training.	31/08/2016

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

- undertake thorough self-evaluation to identify areas of strength and improvement, including seeking the views of children and parents and use the information to make meaningful changes to the setting
- deepen children's understanding of the importance of good hygiene practices and how these contribute to their good health.

Inspection activities

- 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 the manager and discussed this with her.
- The inspector held a meeting with the manager, who is the provider. She looked at relevant documentation, such as the setting's self-evaluation, children's records, evidence of the suitability of staff working in the setting and the setting's policies and procedures.
- The inspector spoke to a small group of parents during the inspection and took account of their views.

Inspector

Donna Birch

Inspection findings

Effectiveness of the leadership and management is inadequate

The manager's understanding of the early years foundation stage is not robust. Arrangements for safeguarding are not effective. The manager does not implement secure vetting procedures. For example, she does not check staff's ongoing suitability or record details of their qualifications. Staff are not effectively supported by the manager. Although, they take part in induction procedures, the manager does not provide them with ongoing support to ensure their personal effectiveness and identify training needs. This means teaching in some instances is weak. Some staff do not know the procedures to follow should they have concerns about a child or another member of staff. Self-evaluation is not fully considered. The manager has not identified areas within the setting that require improvement. Additionally, she has not considered the views and opinions of parents and children in evaluations of the quality of service she provides.

Quality of teaching, learning and assessment is inadequate

Assessments and the monitoring of educational programmes are not sufficiently robust. Staff do not always have sufficient information to ensure activities and experiences planned for children complement their learning and promote the next steps in their development. Staff lack confidence when playing and interacting with children. At times, they overtake activities and provide too much direction. For example, when children paint, staff advise them not to mix the paints and direct them as to what they need to do. This means children have limited opportunity to explore their own ideas and way of doing things. Activities provide too much focus on a theme. For example, children make medals from paper and collages linked to the Olympics. However, the activities are not adapted to meet their individual learning styles and interests. Other assessments made of children, such as the two year progress check, are in place and have been shared with parents.

Personal development, behaviour and welfare are inadequate

Children's safety is compromised. The manager has not considered all risks to children in the playroom. For instance, she has not ensured the large free-standing mirror in the role play area is secured and cannot fall over and cause injury to children. Staff do not always promote the good health of children. For example, children are not encouraged to wash their hands before they eat and staff are not vigilant in ensuring babies noses are wiped. The key-person system is not robust enough to ensure children's individual needs are met. Babies are not given time in their own room to explore safely and have time away from older children. This means they become upset and do not settle quickly. Also, staff are new and have not had sufficient opportunity to meet with parents and establish an effective two-way flow of information. This causes confusion when trying to meet babies' needs. For example, staff do not check with parents what food or drink the baby will require during the session. This means staff find it difficult to pacify them.

Outcomes for children are inadequate

Children are not acquiring the skills needed for future learning. Babies are not settled and cannot explore freely. Older children are not fully supported to be independent and have

their own ideas. Inconsistencies in assessments mean children are not fully supported to build on their existing skills and make good progress in preparation for school.

Setting details

Unique reference number	EY488826
Local authority	Lancashire
Inspection number	1017674
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 - 5
Total number of places	8
Number of children on roll	14
Name of registered person	The Butterfly Creche Ltd
Registered person unique reference number	RP907537
Date of previous inspection	Not applicable
Telephone number	07403 576665

The Butterfly Creche Ltd was registered in 2015. The setting employs 4 members of childcare staff. Of these, all hold appropriate early years qualifications at level 2 to 7. One member of staff holds qualified teacher status. The setting opens from Monday to Friday, all year round. Sessions are from 8am until 8pm. The setting provides funded early education for three- and four-year-old children. The setting supports children who speak English as an additional language.

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.

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