

Magic Steps Nursery

Trout Road, Yiewsley, West Drayton, Middlesex, UB7 7RN



Inspection date

Previous inspection date

8 November 2016

23 May 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

- Leaders and staff do not have a sufficient understanding of the setting's safeguarding procedures. They do not understand the correct steps to follow when there are concerns about children or staff.
- The quality of teaching is not consistently strong. Staff do not routinely complete or use their observations of individual children to plan effectively for what needs to happen next in their learning. As a result, not all children make good progress.
- Leaders have not been successful in using self-evaluation to identify what is working well and target all areas for improvement to ensure requirements are met.

It has the following strengths

- The environment is stimulating and friendly. Children make choices about their play. For example, resources are stored at low levels and with supporting pictures and words to help children access independently.
- Staff are good role models. They consistently provide clear guidance about what is acceptable behaviour. Children are well behaved and play cooperatively with their peers.
- Leaders and staff welcome parents and share information with them through daily handovers and review meetings to discuss care, development and progress. They help parents to continue children's learning at home by, for example, providing activities through homework books.

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 that all leaders and staff understand and implement safeguarding procedures and report any child protection concerns in line with the local safeguarding children's board guidance | 12/12/2016 |
| ■ ensure the designated lead for safeguarding implements the safeguarding policy and procedures and notifies appropriate agencies who have statutory responsibilities without delay | 12/12/2016 |
| ■ make sure staff complete and use information from observations of individual children's development to appropriately plan their next stage of learning. | 12/12/2016 |

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

- ensure that leaders check the quality of teaching and the impact of the range of activities provided for all children more closely, so that any gaps in their learning are quickly identified and addressed
- make effective use of self-evaluation to identify breaches in requirements and address weaknesses in practice to improve outcomes for all children.

Inspection activities

- The inspector held discussions with the provider, manager and staff at appropriate times during the day.
- The inspector looked at a sample of documentation including children's learning records, evidence of staff suitability and safeguarding policies and procedures.
- The inspector observed activities both indoors and outside in the garden.
- The inspector carried out a joint observation with the manager.
- The inspector took into account the views of parents spoken to on the day of the inspection.
- This inspection was carried out following concerns received about how the provider was meeting the requirements of the early years foundation stage.

Inspector

Seema Parmar

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. The provider and manager have not followed the setting's safeguarding policies and procedures. They have not referred concerns in a timely way with the relevant local authority, when safeguarding concerns have arisen. The provider has not notified Ofsted of a significant event and as a result has committed an offence. However, staff are appropriately deployed and supervise children well. Risk assessments are in place to ensure the premises and activities remain safe for children. The provider has appropriate recruitment systems in place to check and monitor staff suitability to work with children. Self-evaluation is not robust enough. Leaders do not check the quality of teaching and learning often enough to eliminate inconsistencies in practice.

Quality of teaching, learning and assessment requires improvement

Staff do not consistently complete observations to find out what children know and can already. This is due to a transitional phase of staff changes and children moving between rooms. Some assessments are not clear enough to help staff fully identify what needs to happen next to meet children's individual learning needs. For example, children who speak English as an additional language are not always supported to make the best possible progress in their communication and language during group time. Children participate in a wide range of activities. Staff successfully offer some encouragement to extend their enjoyment and understanding. Children develop their awareness of numbers and counting during their play. For example, in Leprechauns, babies show delight as staff sing 'five little ducks went swimming one day', using finger puppets. In Pixies room, children learn to recognise numbers and count with their fingers during group time. In Little Leprechauns, children join in energetic music and action nursery rhymes as they sing 'head, shoulders, knees and toes'. Staff support children as they balance on beams, play ball or join in a Gruffalo hunt around the garden looking for mini-beasts.

Personal development, behaviour and welfare are inadequate

Children's safety and welfare are not assured due to weaknesses in safeguarding practice. Not all staff have a secure understanding about the reporting procedures to follow if they have a concern about a child or the practice of another member of staff. However, children are supervised effectively to ensure they play safely. Young babies form secure bonds with familiar adults. They show they are content as they snuggle up close and rest their head on staff's shoulders. Children develop an awareness of healthy habits and lifestyles. For example, babies go out for walks to collect leaves. Toddler and pre-school children develop their physical skills and enjoy fresh air and exercise outside. Children enjoy well-balanced meals which meet their individual dietary requirements.

Outcomes for children require improvement

Children have fun and play well with others. They are confident and behave well. Overall, they are adequately prepared for their future learning. However, staff do not routinely share information with each other when children move onto the next room. The variations in the effectiveness of assessment and planning mean that children do not always make the best possible progress.

Setting details

| | |
|--|---|
| Unique reference number | EY452984 |
| Local authority | Hillingdon |
| Inspection number | 1061053 |
| 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 - 8 |
| Total number of places | 91 |
| Number of children on roll | 191 |
| Name of registered person | M&M Associates (Trading) Ltd |
| Registered person unique reference number | RP531943 |
| Date of previous inspection | 23 May 2013 |
| Telephone number | 01895 435844 |

Magic Steps Nursery is owned by M&M Associates (Trading) Ltd. It operates from a converted, split level building over two floors. A lift is not available. The nursery is open each weekday from 7.30am to 6.30pm, with core hours being 8am to 6pm all year round. The nursery runs the Club Magic after school club. This is open from 3pm to 6.30pm during term time. A play scheme also runs during school holidays. The nursery receives funding for the provision of free early education for children aged two, three and four years. It supports children who speak English as an additional language and children with special education needs and/or disabilities. The nursery employs 27 staff including two chefs. 21 staff hold relevant childcare qualifications.

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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