

Inspection date

7 March 2017

Previous inspection date

28 March 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		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 does not ensure that staff are vigilant in their supervision of the youngest children. Staff do not always notice when children start to climb on furniture or use outdoor play equipment that is inappropriate for their use.
- Staff in the baby room do not implement consistent behaviour management strategies. They do not support young children to understand the consequences of their actions on others.
- The system used by the manager for staff's professional development is not effective. It lacks rigour in tackling identified underperformance to improve teaching skills and raise the standard of staff practice.
- Staff in the pre-school room do not make accurate observations and assessments of children's progress. They are not aware of children's level of development and do not identify their next steps in learning. Therefore, staff are unable to plan activities that support children to make good progress.
- Staff do not notice when an accident has occurred and therefore do not keep an accurate record of accidents, injuries or any first aid treatment that has been administered.

It has the following strengths

- Older children benefit from a stimulating outdoor area. This means that they have daily access to fresh air and exercise, promoting their understanding of a healthy lifestyle and supporting their physical development.

What the setting needs to do to improve further

The provision is inadequate and Ofsted intends to take enforcement action

We will issue a Welfare Requirements Notice requiring the provider to:

Due Date

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| ■ ensure that staff deployment provides adequate supervision for young children, in order to protect their safety | 31/03/2017 |
| ■ ensure that young children's behaviour is appropriately managed to help them learn what is, and what is not acceptable, as well as to understand the consequences of their actions on others | 31/03/2017 |
| ■ ensure appropriate arrangements are put in place for the supervision of staff to monitor personal effectiveness and identify the ongoing training needs of individuals | 31/03/2017 |
| ■ keep an accurate record of accidents or injuries and first aid treatment. | 31/03/2017 |

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

Due Date

- | | |
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| ■ ensure that observation and assessment of children's development are precise so that staff in the pre-school have an accurate understanding of children's skills and abilities, and are able to plan learning experiences for children that match their needs and enable them to make good progress. | 31/03/2017 |
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Inspection activities

- The inspectors observed the quality of teaching during activities indoors and outdoors, and assessed the impact this has on children's learning.
- The inspectors spoke with staff and children during the inspection.
- The lead inspector completed a joint observation with the nursery manager.
- The inspectors held meetings with the nursery manager, regional manager, deputy manager and the provider. They looked at relevant documentation and evidence of the suitability of staff working in the nursery.
- The inspectors spoke to a number of parents during the inspection and took account of their views.

Inspector

Clair Stockings and Ann Cozzi

Inspection findings

Effectiveness of the leadership and management is inadequate

Arrangements for safeguarding are not effective. Poor staff deployment in the baby room means that babies are not adequately supervised to ensure their safety at all times. Staff lack the understanding of what constitutes an accident or the need to keep an accurate record of this. The recently appointed manager has identified some underperformance among staff. However, the provider has failed to ensure that effective action has been taken to raise the quality of staff's observation, assessment and teaching. This has a negative impact on the progress of children in the nursery, particularly in the pre-school room. Staff complete safeguarding training. They demonstrate a sound knowledge of the possible signs of child abuse and what they would do should they have a concern about a child in their care. Parents comment that their children are happy in the nursery and describe the staff team as friendly and approachable.

Quality of teaching, learning and assessment is inadequate

Teaching in the pre-school room is weak. Staff's limited observations of children mean that their assessments are inaccurate as they underestimate what children know and can do. Staff's low expectations of children mean that they do not effectively provide a range of activities that challenges children to make sufficient progress. The teaching and routines in the nursery do not constantly support all children to develop their thoughts and ideas. Staff frequently interrupt children's learning by moving them on to planned activities, regardless of them being actively engaged in their chosen learning. Children have to take part in structured activities, although staff know that they would prefer to be doing activities of their own choosing. Some teaching in the toddler room is good. In this room staff are mostly engaged in children's play and children enjoy their interactions with them. Parents are provided with verbal feedback about their child's achievements. They are also invited to attend a termly review meeting about their child's progress. However, the information given to some parents about their child's development levels is inaccurate.

Personal development, behaviour and welfare are inadequate

Children form relationships with their key person, helping to foster their emotional security. However, younger children are not consistently encouraged to develop good personal and social skills. Staff do not appropriately manage their behaviour to help them learn what is, and what is not acceptable and to understand the consequences of their actions on others. Children in the toddler room hold hands with others showing that they have formed positive relationships with their peers and the staff caring for them. A key-person system is in place. However, staff do not consistently demonstrate a secure enough knowledge of their key children. This means that they are unable to plan activities or experiences to effectively promote children's learning and meet their needs. Children are provided with healthy food throughout the day by the nursery chef. Staff implement hygiene routines to help promote children's ongoing health and well-being. Staff talk to them about why they are washing their hands before eating food.

Outcomes for children are inadequate

Not all children make good progress in all areas of learning from their starting points. Poor observations, assessments and planning, particularly in the pre-school room, mean that not all children's individual needs are being met. Children in the toddler room have fun and demonstrate that they understand how to follow instructions and join in with actions to familiar songs and rhymes. For example, they jump and clap their hands at the appropriate time. However, children are making insufficient progress in developing the essential skills needed for their next stage of learning, or in preparation for starting school.

Setting details

Unique reference number	405004
Local authority	Essex
Inspection number	1064162
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 - 11
Total number of places	48
Number of children on roll	73
Name of registered person	Ashbourne Day Nurseries at Little Flyers Ltd
Registered person unique reference number	RP527493
Date of previous inspection	28 March 2013
Telephone number	01992 571258

Little Flyers was registered in 2001. The nursery employs 18 members of childcare staff. Of these, eight hold appropriate early years qualifications at level 3 and one at level 6. The nursery opens Monday to Friday, all year round. Sessions are from 7.30am until 6.30pm. The nursery provides funded early education for two-, three- and four-year-old children. The nursery supports a number of children who have special educational needs and/or disabilities and those who speak English as an additional language.

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