

# The Montessori Nurtury At Moortown

8 Shadwell Lane, Leeds, LS17 6DR



<b>Inspection date</b>	15 March 2017
Previous inspection date	Not applicable

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Inadequate</b>	<b>4</b>
	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 does not ensure staff receive an induction, that they know the signs and symptoms of abuse or how to report any concerns about children's well-being. Staff do not know who the safeguarding lead is and do not follow the mobile phone policy. In addition, staff do not accurately record children's hours of attendance.
- Children's health is severely compromised. Staff administer medication to children without written consent from parents and do not record medication administered. Furthermore, staff do not follow hygiene procedures when washing children's hands.
- The provider does not support staff to interact with children or plan their learning well. The key-person system is not effective. Assessment of children's learning is not accurate and activities are not always planned to challenge children and meet their individual needs.
- The provider does not ensure that the space requirements for babies are always met.
- Partnerships with parents are poor. Staff do not ensure parents feel involved in their child's learning or communicate with them to let them know what children have been doing while in the setting.

### It has the following strengths

- Staff have established positive relationships with other professionals who support children who have special educational needs and/or disabilities.

## 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:

	<b>Due Date</b>
<ul style="list-style-type: none"> <li>■ provide induction training for all staff to ensure they understand their roles and responsibilities</li> </ul>	10/04/2017
<ul style="list-style-type: none"> <li>■ develop staff's knowledge and understanding of safeguarding issues, in order for them to be able to identify signs of possible abuse and neglect at the earliest opportunity and know how to respond in an appropriate and timely manner</li> </ul>	10/04/2017
<ul style="list-style-type: none"> <li>■ maintain an accurate record of the names of children being cared for on the premises and their hours of attendance</li> </ul>	10/04/2017
<ul style="list-style-type: none"> <li>■ ensure that children engage in good hygiene practices, in order to prevent the spread of cross-infection</li> </ul>	10/04/2017
<ul style="list-style-type: none"> <li>■ obtain written permission from parents prior to administering both prescription and non-prescription medication to children and keep a record of all medication administered to children</li> </ul>	10/04/2017
<ul style="list-style-type: none"> <li>■ provide support and coaching for staff to improve their interactions with children and develop their personal effectiveness</li> </ul>	10/04/2017
<ul style="list-style-type: none"> <li>■ ensure the key-person system is effective, so that each child's care and learning is tailored to their individual needs; this also includes providing first aid in a timely manner following accidents</li> </ul>	10/04/2017
<ul style="list-style-type: none"> <li>■ ensure children under the age of two years old have adequate indoor space to move around and learn in</li> </ul>	10/04/2017
<ul style="list-style-type: none"> <li>■ improve partnerships with parents and ensure a two-way flow of information about children's individual learning and development</li> </ul>	10/04/2017
<ul style="list-style-type: none"> <li>■ implement an effective procedure for the safe use of mobile phones.</li> </ul>	10/04/2017

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

	<b>Due Date</b>
<ul style="list-style-type: none"> <li>■ use the information gained from observations and assessment more effectively to plan challenging and purposeful play for each child responding to their individual needs, interests and stage of development.</li> </ul>	24/04/2017

## **Inspection activities**

- We carried out this inspection as a result of a risk assessment, following information we received about the provider.
- 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 inspectors had a tour of the setting.
- One inspector completed a joint observation with the setting manager.
- The inspectors held meetings with the manager, trainee manager and provider. They looked at relevant documentation and evidence of the suitability of staff working in the setting.
- The inspectors spoke to a number of parents during the inspection and took account of their views.

### **Inspector**

Laura Hoyland & Kerry Holder

## Inspection findings

### **Effectiveness of the leadership and management is inadequate**

Arrangements for safeguarding are not effective. Staff do not know who the safeguarding lead is in the setting, the signs and symptoms of abuse or how to refer any concerns they have about children's welfare. The provider does not induct staff when they start at the setting so they understand their roles and responsibilities. Staff take their mobile phones with them on trips and outings and do not follow the procedure for the safe use of mobile phones. In addition, the key-person system does not work effectively; staff are not planning for children's individual learning needs. Records indicate that the indoor floor space provided for children under two years of age does not meet requirements. The management team has devised development plans for the setting. However, they have failed to identify many areas that need immediate improvement. Furthermore, the provider does not effectively coach or mentor staff to improve their interactions with children or help them to develop professionally. There has been a large increase of staff recently.

### **Quality of teaching, learning and assessment is inadequate**

Staff give too much time to domestic tasks and do not support children's learning; interaction with children is extremely weak. Children wander around the rooms and staff do not encourage children to take part in activities. Staff do not ensure there is a selection of activities for babies to choose from and the lack of interaction means children are not sufficiently challenged in their learning. The information gained from observations of children's learning is not used effectively to plan for children's needs and assessment of children's progress is not accurate. For example, children's assessments show progress they have made in the setting several months before their actual start date. The provider and staff are aware that assessment is not good enough, some steps are being taken to identify a solution but the issue has not been rectified. Older children are supported to recognise letters that represent sounds and enjoy listening to stories. Children who have special educational needs and/or disabilities are supported well and some children have one-to-one care. They are supported to develop their capabilities and staff work closely with a range of professionals. Parents with children who require additional support are happy with the care and learning their children receive. However, many parents do not feel informed about their child's learning and are not happy with the lack of communication from staff. Staff are suitably qualified but the knowledge they have gained from training is not used effectively to support children's learning.

### **Personal development, behaviour and welfare are inadequate**

Children's safety and well-being is compromised. Staff do not keep accurate registers of children's hours of attendance, which does not protect them in the event of an emergency. Staff administer medication to children without written consent from parents and they do not record the medication given. This puts children at risk of overdosing. In addition, hygiene procedures are not followed. For example, children's noses are not wiped and their hands are washed in dirty water prior to them eating. This does not adequately prevent the spread of cross-infection. Staff ask older children to sit for group time before lunch which lasts longer than twenty minutes, staff then expect them to sit

immediately down for lunch. As a result, children become bored and restless, they get up from the table, raise their voices and bang on the tables. Babies' routines are followed and their key person is responsible for their intimate care needs. Staff are deployed around the setting to meet the adult-to-child ratio requirements and children are always supervised by staff. During the inspection a child had an accident, which resulted in a mark to the child's head. Staff had to be prompted to administer first aid to the child.

### **Outcomes for children are inadequate**

Some staff are unsure of what progress children have made and assessment is not accurate. The lack of good quality teaching and poor staff interaction impacts negatively on children's learning and development. Not enough children are making expected progress due to the weaknesses in teaching, learning and assessment.

## Setting details

<b>Unique reference number</b>	EY492250
<b>Local authority</b>	Leeds
<b>Inspection number</b>	1086335
<b>Type of provision</b>	Full-time provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Age range of children</b>	0 - 9
<b>Total number of places</b>	110
<b>Number of children on roll</b>	130
<b>Name of registered person</b>	York Montessori Nursery Ltd
<b>Registered person unique reference number</b>	RP903544
<b>Date of previous inspection</b>	Not applicable
<b>Telephone number</b>	0113 268 6141

The Montessori Nurtury At Moortown was registered in 2015. The setting employs 31 members of childcare staff. Of these, 31 hold appropriate early years qualifications at level 3 or above, including three members of staff who hold early years teacher status and six members of staff who hold qualified teacher status. The setting opens from Monday to Friday, all year round. Sessions are from 7.30am until 6.30pm. The setting 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.

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