

The Red Brick Day Nursery

Kingsthorpe Health Clinic, Welford Road, Northampton, Northamptonshire, NN2 8AG



Inspection date

16 June 2017

Previous inspection date

Not applicable

The quality and standards of the early years provision	This inspection: Previous inspection:	Inadequate Not applicable	4
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 fails to evaluate practice adequately. Breaches of the Early Years Register and Childcare Register are not recognised. Management does not implement effective recruitment procedures, including maintaining the required checks and records to verify the suitability of staff. New staff's awareness of safeguarding issues is weak. Children's welfare and safety are compromised.
- Management does not monitor staff's practice effectively. Supervision is not rigorous to assess staff's performance or practice.
- The provider does not ensure that staff who take and collect children from school have a valid first-aid qualification, as required. This places children's safety at risk.
- The provider does not ensure that there are sufficient staff working in the nursery to meet the needs of the children. Furthermore, there are not enough qualified staff deployed across the nursery to meet qualification requirements.
- Staff's management of children's behaviour is inconsistent. They do not intervene appropriately or support children to understand why their behaviour is not acceptable.
- Children's attendance is not recorded accurately. There is insufficient space available to meet the needs of the younger children.
- Weaknesses in the quality of teaching and in monitoring children's progress do not enable staff to support them to make the progress of which they are capable. Staff do not consistently build on children's communication, literacy and mathematical skills.

It has the following strengths

- Staff provide parents with information about their child's day, which they find useful.

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 induction procedures are rigorous and that staff are trained to understand and implement the safeguarding policy and procedures, and have an up-to-date knowledge of all safeguarding issues | 11/07/2017 |
| ■ implement effective recruitment systems to ensure that any person who has regular contact with children is suitable, including gaining an Enhanced Disclosure and Barring Service check in respect of that person and recording information about the vetting processes that have been completed | 11/07/2017 |
| ■ use effective supervision to target inconsistencies in the quality of teaching and ensure all staff receive consistent support, coaching and training | 11/07/2017 |
| ■ ensure that staff who accompany children on outings, or to and from school, have a valid paediatric first-aid qualification | 11/07/2017 |
| ■ ensure that the minimum qualification requirements or above are maintained at all times | 11/07/2017 |
| ■ ensure there are sufficient staff deployed on the premises at all times to meet the ratio requirements, and that staffing arrangements are effective to safeguard children and meet their learning and welfare needs at all times | 27/06/2017 |
| ■ ensure there is sufficient space available to meet the needs of the younger children | 27/07/2017 |
| ■ ensure that strategies used to manage children's behaviour are effective and support children to learn to manage their feelings and understand the difference between right and wrong | 11/07/2017 |
| ■ ensure that records of children being cared for on the premises are accurate at all times so that staff are always aware of the number and ages of children attending. | 11/07/2017 |

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

	Due Date
■ ensure the arrangements for monitoring children's progress are effective, and that staff use the information gained to plan and provide challenging and enjoyable learning experiences to meet each child's next steps in learning	11/07/2017
■ raise the quality of teaching to build on children's existing skills, particularly in their communication, literacy and mathematical development.	11/07/2017

Inspection activities

- The inspection was carried out as a result of a risk assessment, following information Ofsted received about the provider.
- The inspector held a meeting with the provider, and spoke with the manager and to members of staff and children at appropriate times throughout the inspection.
- The inspector looked at children's records, planning documentation and a range of other documentation, including policies and procedures to safeguard children's welfare.
- The inspector checked evidence of the suitability and qualifications of staff working with children, and the provider's self-evaluation and development plans.
- The inspector spoke to parents during the inspection and took account of their views.

Inspector

Linda Newcombe

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. The provider and manager do not implement thorough recruitment and induction procedures. They do not assess the suitability of all staff who work with children and have not obtained Disclosure and Barring Service checks or references for new staff. The provider does not ensure staff supervising children on outings have a first-aid qualification. Induction procedures are not monitored effectively to ensure staff are fully aware of their responsibilities to keep children safe. New staff do not gain an up-to-date understanding of the actions to take to safeguard children. Nevertheless, other staff do have an adequate awareness of safeguarding procedures and all staff are aware of how to record any accidents and incidents. Staff deployment is not fully effective and, on occasions, there are insufficient numbers of staff to meet the required adult-to-child ratios. Records of children's attendance are not accurately maintained, so staff do not have an accurate awareness of which children are present. During the inspection, children who had left the premises for school were not signed out and children who arrived at the same time were not signed in. Some important documents, such as staff training certificates and references, were not available for inspection. There are insufficient numbers of qualified staff to care for children effectively. Systems for staff supervision are weak and do not provide staff with effective support to improve the quality of teaching and their practice. The provider and manager evaluate aspects of the provision and have identified some weaknesses in practice. However, they have failed to swiftly address these or identify breaches of requirements and the detrimental effects of these on children.

Quality of teaching, learning and assessment is inadequate

Teaching is inconsistent and weak. Assessments of children's learning are not regularly completed or accurate. Staff gather information from observations of children's development, but do not use these effectively to help them precisely build on children's learning. Younger children do not consistently experience good-quality activities and do not have enough space to play and learn. Some staff do not have a secure understanding of children's stages of development or learning needs. Consequently, activities fail to appropriately challenge them or build on their skills. Staff miss opportunities to build on children's communication and literacy development and extend their mathematical understanding. Children enjoy playing in the sand, but staff do not interact with them effectively to challenge their mathematical skills or increase their use of language. Staff are often preoccupied with routine duties and do not notice that children are wandering around aimlessly. Staff recognise the importance of working closely with parents and share information with them to help them continue their children's learning at home.

Personal development, behaviour and welfare are inadequate

Children's welfare and safety cannot be assured due to the weaknesses in safeguarding. Staff do not promote children's emotional well-being adequately. Many children are unsettled or upset and new staff struggle to console them. Staff do not demonstrate they are able to meet children's individual needs. For example, when a baby showed a keen interest in looking over the gate into the next room, staff quickly closed the door. They do

not recognise the importance of enabling babies to explore their environment. Older children have some opportunities to develop their physical skills. For example, they enjoy taking part in an egg-and-spoon race with their friends outdoors. Children's behaviour is not managed adequately. For example, some children throw books, climb on furniture and push each other. Staff do not respond quickly or consistently use positive strategies to reinforce good behaviour. They do not help children to understand the consequences of their actions or give them consistent messages about what is right and wrong. Nevertheless, staff do teach children about positive hygiene routines, make drinking water readily available and help them learn about keeping healthy.

Outcomes for children are inadequate

The variable quality of teaching and the weaknesses in safeguarding impact negatively on the progress that children make. Younger children do not gain a solid foundation to help prepare them for their next stage in learning. Children lack motivation, as activities are not sufficiently challenging or targeted to their individual learning needs. The behaviour of some children disrupts other children's learning. They are often disinterested in the resources and activities. Children do not develop the important skills they need for their future learning and move on to school.

Setting details

Unique reference number	EY499504
Local authority	Northamptonshire
Inspection number	1100235
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register
Age range of children	0 - 8
Total number of places	54
Number of children on roll	72
Name of registered person	Wade Childcare Services Limited
Registered person unique reference number	RP900220
Date of previous inspection	Not applicable
Telephone number	07976854136

The Red Brick Day Nursery registered in 2016. The nursery employs 12 members of childcare staff. Of these, five hold appropriate early years qualifications at level 2 and level 3. The nursery opens Monday to Friday all year round. Sessions are from 7am to 7pm. 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.

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