

# Elms Nursery School

8 Richmond Road, Ramsgate, Kent, CT11 9QP



## Inspection date

4 July 2017

Previous inspection date

12 July 2016

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 providers do not ensure that staff use risk assessments effectively to minimise all risks to ensure children's safety, particularly when they play outdoors. This puts children's safety at risk and is also a breach of the Childcare Register.
- Staff do not follow the nursery's policies and procedures in relation to the changing of nappies and use of the outdoor climbing wall.
- The providers do not investigate all written complaints from parents and keep them informed of the outcome. This is also a breach of the Childcare Register.
- The management does not monitor and support staff to raise the quality of teaching. Staff do not organise play areas and provide sufficient activities to ensure children are actively involved in their play and to extend their learning effectively.
- Staff do not keep parents informed about their children's progress, to help parents support their children's learning and development.
- Staff do not carry out regular observations and assessments of the children to inform planning, to help children make progress in their learning.
- The providers do not ensure management accurately monitors children's progress in learning, to identify individual and groups of children's progress over the year.
- Self-evaluation is not fully effective in identifying areas for improvement and weaknesses in practice.

### It has the following strengths

- Children receive healthy, balanced and nutritious meals throughout the day.
- Staff give children clear, positive instructions so that children understand expectations. Children's behaviour is appropriate for their age.

## 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 staff use risk assessments to identify potential hazards and risks in the environment, and understand how to minimise these effectively	25/07/2017
■ ensure staff understand and implement the policies and procedures, specifically for nappy changing and the use of climbing equipment	25/07/2017
■ ensure that all written complaints are investigated, keep a written record of the responses to all complaints and inform the complainant of the outcome	25/07/2017
■ monitor and support all staff to develop the skills and knowledge required to provide good-quality teaching and learning experiences for all children	25/09/2017
■ ensure staff have secure communication with parents to share information about children's learning and development and keep them informed on how the early years foundation stage is delivered in the nursery	25/08/2017
■ carry out regular observations and assessments of children's progress and use this information to plan a challenging and enjoyable experience in all areas of learning, taking into account the individual needs, interests and stage of development of each child.	25/09/2017

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

- strengthen the tracking and monitoring system to track groups of children's progress effectively over the year
- develop further self-evaluation processes and use these to drive future improvements, accurately identifying weaknesses in staff practice and areas for improvement.

## **Inspection activities**

- The inspector carried out a joint observation with the provider.
- The inspector observed play, activities and routines in the inside and outside areas. The inspector had a tour of the premises.
- The inspector talked to the providers, staff, children and parents to gain their views of the setting.
- The inspector sampled a range of documentation, including children's records in learning and development, safeguarding, behaviour management procedures and self-evaluation.
- The inspection was carried out following the risk assessment process.

## **Inspector**

Sara Garrity

## Inspection findings

### Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. The providers do not ensure staff follow the nursery's policies and procedures. For example, staff do not wear aprons when changing children's nappies to minimise the risk of cross-contamination or ensure children wear shoes when using the climbing wall. The premises are safe; however, staff do not identify potential hazards adequately to maintain children's safety, such as reminding children not to jump down stairs. The providers and staff have a secure knowledge of the signs and symptoms which may cause concern in relation to child protection and are confident to report any concern. Most relevant records are kept; however, the providers do not ensure that all responses to complaints are in writing or investigate the points raised by parents. The providers oversee the professional development of the staff team. For instance, they encourage them to attend training courses and offer in-house training. However, staff do not use their knowledge gained from training to offer children a range of interesting experiences throughout the day to fully extend their learning. They do not keep parents well-informed about children's development or learning. The providers do not have sufficient information to enable them to track and monitor individuals and groups of children, to help ensure children receive the support they need. There are clear weaknesses in the way the providers evaluate the provision. For example, the recommendation from the previous inspection to minimise the time children wait to move on to the next activity has not been addressed.

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

Staff do not carry out regular observations and assessments on the children to ensure they are able to plan interesting and challenging experiences for children. Children stand around for long periods while waiting for the next activity to begin. However, staff provide some activities they know children enjoy. For example, babies enjoy using shells and their hands to mix sand and water. Children have a range of story and picture books, and there are cosy areas, such as at the top of the climbing platform in the garden, where they enjoy having a story read to them.

### Personal development, behaviour and welfare are inadequate

Staff do not support children to learn how to stay safe in the nursery and this has a negative impact on their welfare. For example, they do not supervise young children using scissors or remind children to use the handrail when using the stairs. Staff provide children with opportunities to exercise, such as through music and movement activities to support their physical development. Children learn to respect similarities and differences and enjoy exploring the wider community, in particular they like visiting the greengrocer.

### Outcomes for children are inadequate

Children do not play in a stimulating and engaging environment and are not adequately challenged and motivated to learn. They do not have sufficient opportunities to prepare them for the next stage in learning and eventual move to school. Children are not making the progress they are capable of in their learning and development.

## Setting details

<b>Unique reference number</b>	EY252581
<b>Local authority</b>	Kent
<b>Inspection number</b>	1101490
<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 - 4
<b>Total number of places</b>	62
<b>Number of children on roll</b>	42
<b>Name of registered person</b>	Tender Shoots Ltd
<b>Registered person unique reference number</b>	RP909090
<b>Date of previous inspection</b>	12 July 2016
<b>Telephone number</b>	01843 852727

The Elms Nursery School registered in 2003 and is owned by Tender Shoots Limited. It is situated in Ramsgate, Kent. Access to the different floors is via steps. The nursery is open each weekday, from 7am to 7pm, for 51 weeks of the year. The providers are in receipt of funding for the provision of free early education for children aged two, three and four years. The nursery employs seven members of staff, who are all qualified. The two providers have achieved early years professional status. One member of staff holds a relevant early years degree and one holds a foundation degree. Three other staff hold relevant early years qualifications at level 2 or above.

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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