

# Stepping Stones Day Nursery Ltd

Arboretum Street, Nottingham, NG1 4JA



## Inspection date

10 July 2017

Previous inspection date

4 June 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

- There are significant safeguarding risks to children. Not all staff have a secure knowledge of all safeguarding policies and procedures, in particular identifying children who may be exposed to extreme views and ideas. In addition, staff are not deployed sufficiently well enough to keep children safe. Risk assessments do not ensure outdoor play areas are secure.
- Staff are not effectively led and managed. The manager and senior management team do not monitor and train staff well enough to consistently develop practice or improve and strengthen the quality of teaching.
- Staff do not work well enough with parents. Partnerships are poor. Staff do not gather information from parents about children's capabilities when they first start at the nursery. Furthermore, not all parents are consistently well informed about their child's ongoing progress and what they are learning in the nursery.
- Children's learning and development are not supported. Children are not challenged in their play and interaction between staff and children is generally poor.
- Systems for observation and assessment are weak. Staff do not take swift action to narrow identified gaps in children's learning. As a result, not all children make good progress given their starting points.

### It has the following strengths

- Children are settled and happy. Babies and toddlers develop the confidence to independently explore their environment.
- Children's overall care needs are met well, in particular those of babies and toddlers.

## 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
■ train all staff to understand the safeguarding policy and procedures, with particular regard to the 'Prevent' duty guidance for England and Wales 2015	01/08/2017
■ ensure risk assessments identify aspects of the environment that need to be checked on a regular basis to minimise risks and hazards to children	01/08/2017
■ implement appropriate systems for the supervision of staff which identify and address staff's need for support, coaching and training in order to promote the interests of children and strengthen and improve the quality of teaching	01/08/2017
■ implement effective systems for working in partnership with parents, gathering information about children's capabilities on entry and sharing information about children's ongoing progress	01/08/2017
■ improve the deployment of staff so that children are appropriately supervised and safe and their individual needs are met	01/08/2017
■ improve the quality of teaching so that staff fully engage children in activities and make the best use of opportunities to extend their learning to ensure good progress	01/08/2017
■ make better use of observations and assessments to quickly identify children's individual levels of achievement, interests and learning styles and to focus on ways to suitably challenge them and narrow any gaps in their learning.	01/08/2017

## **Inspection activities**

- This inspection was carried out as part of a risk assessment process, following information received by Ofsted.
- The inspectors observed the quality of teaching during activities inside and outside and assessed the impact this has on children's learning.
- The inspectors spoke with staff, children and parents during the inspection and took account of their views.
- The lead inspector completed a joint observation with the deputy manager and a further joint observation with the manager.
- The inspectors held meetings with the manager. They looked at relevant documentation including staff qualifications and evidence of the suitability of staff working in the setting.

### **Inspector**

Judith Rayner

## Inspection findings

### Effectiveness of the leadership and management is inadequate

Safeguarding is not effective. Staff have not kept their knowledge updated with current government safeguarding and child protection guidance. Staff do not undertake robust risk assessments to ensure the premises are fully secure. For example, the security on some external gates in the outdoor play areas does not prevent children from leaving the premises without an authorised adult or prevent uninvited visitors from gaining entry. Although, overall ratios are met, the deployment of staff compromises children's safety. The manager and senior management team do not monitor the professional development of staff or children's progress robustly. For example, they do not quickly identify areas of weakness in the quality of teaching. Staff do not work well enough in partnership with parents. Information about children's development is not gathered from parents to use as an initial assessment of all children's starting points. The manager and senior management team have established some priorities for improvement but have failed to identify many of the weaknesses in the nursery. Staff have completed recent behaviour management training. As a result, staff manage any unwanted behaviour in a clear and calm manner. The procedure for dealing with complaints is suitable. There are appropriate systems in place to ensure all staff working in the setting are suitable to do so.

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

The quality of teaching is poor, particularly with older children. This means that they do not make sufficient progress in their learning and development from their starting points. Staff are well qualified. However, this does not have an overall positive impact on the quality of teaching. Although staff complete observations and assessments they do not always take swift action to narrow the identified gaps in older children's learning. In addition, children are not always challenged or engaged in activities. For instance, during focused small-group activities, some older children are disengaged and roll around on cushions. That said, staff who work with the younger children do plan more interesting activities and staff interactions are better. Consequently, babies and toddlers are more engaged in their play and learning. Information about children's learning is not sufficiently shared with all parents.

### Personal development, behaviour and welfare are inadequate

Weaknesses in safeguarding and teaching have a significant impact on children's overall safety, welfare and personal development. Each child is assigned a key person. Information is exchanged between parents and the key person regarding children's care needs and routines. The key person uses this information to help settle children into the nursery. Children's routines support their health and hygiene. For example, children have regular time outside. They benefit from the fresh air and exercise. Children behave well. They know what is expected of them. Staff know the children's dietary needs and adhere to these appropriately. Snacks and main meals are healthy and nutritious. Overall, the premises are suitable and toys are accessible for children.

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

The outcomes for older children are not good enough. They do not make sufficient progress and are not challenged effectively in their learning. Gaps in older children's learning are not being closed quickly enough. Older children, including those who speak English as an additional language, do not acquire skills which help to prepare them for starting school. Outcomes for younger children are better. Babies and the youngest children discover things for themselves and investigate cause and effect toys.

## Setting details

<b>Unique reference number</b>	254643
<b>Local authority</b>	Nottingham City
<b>Inspection number</b>	1108115
<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
<b>Age range of children</b>	0 - 4
<b>Total number of places</b>	149
<b>Number of children on roll</b>	204
<b>Name of registered person</b>	Stepping Stones Day Nursery LTD
<b>Registered person unique reference number</b>	RP525378
<b>Date of previous inspection</b>	4 June 2013
<b>Telephone number</b>	0115 9101162

Stepping Stones Day Nursery Ltd registered in 2000. The nursery employs 44 members of childcare staff. Of these, one holds qualified teacher status, two hold appropriate early years qualifications at level 6, two at level 4 and 32 at level 3. The nursery opens from Monday to Friday all year round, except for one week at Christmas. Sessions are from 7.45am until 6pm. The nursery provides funded early education for two-, three- and four-year-old children. It supports children who speak English as an additional language.

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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