

Teddy Towers

1 Lancaster Avenue, Leyland, PR25 5TD



Inspection date	13 July 2017
Previous inspection date	Not applicable

The quality and standards of the early years provision	This inspection:	Inadequate	4
	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

- Management does not take reasonable steps to ensure the safety of children, such as in the event of a fire.
- The provider has not ensured that suitability checks have been completed for all staff who work with children.
- The provider has failed to ensure that enough suitably qualified staff are available to work directly with children.
- Staff are not effectively deployed to meet the needs of all children.
- Systems to supervise and mentor staff are not effective. Staff are not supported and this compromises children's well-being and learning.
- The assessment system is not effective. Staff do not understand how to use the information gained from observations and assessments of children's learning to monitor their progress and plan for their future learning. Consequently, children do not make good enough progress.

It has the following strengths

- Staff know how to identify the signs of abuse and understand what to do if they are concerned about the welfare of a child.
- Staff are nurturing and kind towards children. Parents comment on the loving, homely atmosphere that they provide.

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
■ take reasonable steps to ensure the safety of children, with specific focus placed on ensuring their safety in the event of a fire	14/07/2017
■ ensure that robust recruitment procedures are in place and recorded appropriately, including undertaking checks with the Disclosure and Barring Service for all staff	27/07/2017
■ ensure that enough suitably qualified staff are available to work directly with children	14/07/2017
■ deploy staff effectively to ensure that the needs of all children are met	14/07/2017
■ ensure that appropriate and effective arrangements are in place for the supervision of staff and provide them with effective support, coaching and training to promote the best interests of children	07/09/2017
■ improve the learning experiences provided for children and increase staff's awareness of how to use the assessment system to monitor children's progress and to plan for their future learning.	07/09/2017

Inspection activities

- The inspection took place as a result of a risk assessment by Ofsted.
- The inspector observed the quality of teaching during activities indoors and outdoors, and assessed the impact this has on children's learning.
- The inspector jointly observed a teaching activity with the deputy manager.
- The inspector held a meeting with the deputy manager and provider and discussed the setting's self-evaluation. She looked at relevant documentation, such as evidence of the suitability of staff working in the setting.
- The inspector spoke to some children and parents during the inspection and took account of their views.

Inspector

Lisa Bolton

Inspection findings

Effectiveness of the leadership and management is inadequate

Leadership and management are weak. There have been a number of staff and management changes and the provider does not fully understand her responsibilities. As a result, a number of legal requirements are not being met. Children's safety is compromised. The provider has not taken reasonable steps to ensure the safety of the children and staff in the event of fire. For example, she has not followed the advice from the fire service. The arrangements for safeguarding are not effective. Management has failed to follow robust recruitment procedures. Records to show that Disclosure and Barring Service checks have been carried out are not in place for all staff. Furthermore, suitability checks carried out by previous employers have been accepted and the provider has not carried out checks of her own. There are not enough staff who hold full and relevant childcare qualifications at level 2. Additionally, staff are not deployed effectively and the needs of all children are not always met. Systems to supervise and mentor staff fail to provide effective support, coaching and training to help them provide the best for children in their care. Consequently, children do not make the best progress possible and staff morale is low. Self-evaluation is ineffective. Management do not effectively identify key weaknesses, and failures to meet legal requirements have not been identified and addressed. However, the nominated person and deputy managers show a determination to improve. For example, plans have promptly been put in place to address the urgent concerns raised at inspection.

Quality of teaching, learning and assessment is inadequate

The quality of teaching is variable and children's learning is not tailored well enough to their specific needs. For example, children under two years of age who share a play environment with four-year-olds cannot reach the activity table comfortably. Furthermore, planned experiences are sometimes not challenging enough for the oldest children. Staff do not fully understand how to assess children's progress and check for any gaps in their learning. Partnerships with external agencies are not yet established.

Personal development, behaviour and welfare are inadequate

Children's safety and well-being are compromised by the weaknesses in the leadership and management of the setting. However, generally children build positive relationships with staff who are caring towards them. At times key-person bonds are not as strong as possible, due to changes in staffing. Children are well behaved and staff praise them. Nappy changing routines are regular and hygienic. Older children are motivated to undertake self-care routines by themselves and staff remind them to wash their hands.

Outcomes for children are inadequate

Children do not make good enough progress in their learning. However, most children are settled and happy. They gain some skills that they need for future learning. For example, pre-school children learn about numbers to help prepare them for school. Children enjoy active play outdoors and this effectively supports their physical well-being.

Setting details

Unique reference number	EY501278
Local authority	Lancashire
Inspection number	1108276
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 - 4
Total number of places	30
Number of children on roll	36
Name of registered person	Teddy Towers Limited
Registered person unique reference number	RP910123
Date of previous inspection	Not applicable
Telephone number	01772491239

Teddy Towers registered in 2016. The nursery employs 13 members of staff on a part-time basis. Of these, five hold appropriate qualifications at level 3 or above. The nursery opens from Monday to Friday, all year round. Sessions are from 8am until 6pm. The nursery provides funded early education for children aged two, three and four years old.

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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