

# All Nation Nursery

Barton & Tredworth Community Trust, The Trust Centre, Conduit Street, Gloucester,  
GL1 4XH



## Inspection date

Previous inspection date

12 July 2017

5 October 2016

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Requires Improvement	3
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 manager does not ensure that staff have sufficient knowledge of safeguarding matters, including all potential signs of abuse, the 'Prevent' duty, and procedures to follow to refer any safeguarding concerns. The manager does not ensure staff follow safe feeding practices at mealtimes. This puts children at significant risk.
- Risk assessments are ineffective. The manager and staff fail to recognise and minimise risks in the environment, which places children at significant risk of harm.
- The manager does not ensure there is an accurate record of children's daily attendance. She fails to recognise its importance to children's safety, for example, in an emergency.
- The management team does not support the manager well enough to undertake her role effectively. The manager fails to monitor staff performance and teaching. Teaching is weak and staff practice significantly compromises children's safety and well-being.
- The monitoring of children's progress is inaccurate and inconsistent. Observation, assessment and planning are weak and fail to identify gaps in children's development. Staff provide uninspiring activities that lack suitable challenge. Children do not make the progress that they are capable of. Staff do not support children to develop independent skills in preparation for starting school.
- The manager does not ensure they use the specific funding they receive for individual children to help improve aspects of their learning.
- The manager does not use self-evaluation effectively to improve outcomes for children.

### It has the following strengths

- Children are sociable and enjoy playing imaginatively with their peers.

## 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
■ ensure all staff know about the 'Prevent' duty and how to identify possible indicators that a child might be at risk of harm, and understand the procedures that they should follow in the event of concerns about a child's welfare	11/08/2017
■ ensure staff receive appropriate training and support with particular regard to safe feeding practice at mealtimes	24/07/2017
■ ensure that risk assessments are accurate and hazards in the environment are identified and acted upon promptly, to provide a safe environment and reduce the risk of harm to children	24/07/2017
■ keep a daily record of the hours of attendance for each child being cared for on the premises	24/07/2017
■ provide the manager with support and coaching to enable her to supervise and develop staff skills effectively, to provide children with consistently good-quality care and learning experiences	24/08/2017

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

	Due Date
■ monitor individual and groups of children's progress accurately, to ensure that assessments correctly identify development and close gaps in children's learning promptly	24/08/2017
■ improve observation, assessment and planning to provide children with consistently challenging activities that target their next steps in learning and help them to make good progress	29/09/2017
■ improve procedures to ensure that additional funding is used appropriately to close gaps in the progress of the children for whom it is intended.	24/08/2017

## **Inspection activities**

- The inspector took into account the views of the parents spoken to on the day of the inspection.
- The inspector observed the quality of teaching, and the interactions between the staff and children.
- The inspector looked at written documents, including staff files, policies, procedures and risk assessments.
- The inspector held a leadership and management meeting with the manager, and spoke to the staff and children at appropriate times during the inspection.
- The inspector carried out a joint observation with the manager.

## **Inspector**

Victoria Nicolson

## Inspection findings

### Effectiveness of the leadership and management is inadequate

Self-evaluation is weak. The manager fails to identify weaknesses in staff practice that put children at significant risk. Safeguarding is ineffective. The manager does not ensure staff are aware of all the symptoms to identify concerns about a child. They are not aware of the Prevent Duty to protect children from extreme views and behaviour. They are not clear about safeguarding procedures to report any concerns. Staff practices compromise children's welfare and put them at risk of choking. They pour bowls of milk and cereal into young children's mouths at snack time, even though children show them that they want to drink the milk from a cup. Weak risk assessments do not identify all hazards to keep children safe. A television cable hangs at children's level and they could pull the television onto themselves. Nappy changing resources, including rubber gloves, creams and nappy sacks, are stored within reach of young babies. The manager fails to keep an accurate record of children's attendance each day. She does not understand the risk this may have on children's safety in an emergency. The manager does not receive the support she needs to undertake her responsibilities effectively. The manager does not track children's progress effectively. She fails to give staff the support they need to improve their teaching and care skills. This has a negative impact on children's learning. The manager does not use additional funding to close gaps in individual children's progress. Gaps in children's progress do not close quickly enough.

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

Staff have low expectations of what children can do. They over direct activities and do not allow children to be active learners. Staff tell older children what to do and how to do it, limiting their ability to think themselves, such as when they colour and cut out a template of a bus. Older children lose interest quickly in activities that do not challenge them. Although staff observe and assess children's progress, their assessments are inaccurate and do not show the stage of development most children are at and the true progress they make. Staff plan activities that do not match children's capabilities. For example, a drawing activity for babies quickly becomes dangerous when they put the small crayons in their mouths, although staff do remove them.

### Personal development, behaviour and welfare are inadequate

Weaknesses in the leadership and management and staff practice place children's safety and welfare at significant risk. Staff do not support children to be independent and do things themselves. They dress the children for role play and spoon feed those who are capable of feeding themselves. Children are excited to play; however, they are not motivated to learn. Staff watch them and offer little encouragement to extend their learning. Children wander around the room aimlessly at times, looking for things to do.

### Outcomes for children are inadequate

Children do not work in the range of development that is typical for their age. Their progress is slow. They do not gain the skills they need for future learning and school. Activities are meaningless and children struggle to fully absorb in learning. Some rock on their chairs, looking around the room during group times. Babies cannot explore safely.

## Setting details

<b>Unique reference number</b>	EY456921
<b>Local authority</b>	Gloucestershire
<b>Inspection number</b>	1075748
<b>Type of provision</b>	Full-time provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register
<b>Age range of children</b>	0 - 5
<b>Total number of places</b>	47
<b>Number of children on roll</b>	31
<b>Name of registered person</b>	All Nations Associates Ltd
<b>Registered person unique reference number</b>	RP532222
<b>Date of previous inspection</b>	5 October 2016
<b>Telephone number</b>	01452 506 155

All Nation Nursery registered in 2013. The nursery offers care from 8.45am to 3.30pm each weekday, all year round except for bank holidays. It also offers sessional care from 8.45am to 11.45am and from midday to 3pm. There are eight members of staff who work with the children. Of these, seven hold appropriate childcare qualifications from level 2 to level 4.

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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