

Milverton House Nursery

Milverton House Nursery, 43 Lutterworth Road, NUNEATON, Warwickshire, CV11 4LE



Inspection date

Previous inspection date

16 August 2017

26 September 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

- Children's welfare is compromised. Leadership and management do not ensure that all staff understand the safeguarding policy and procedures.
- Staff do not follow safe hygiene practices at all times to promote children's good health.
- Staff deployment is poor. Leadership and management do not ensure sufficient numbers of staff are always available to meet the needs of all children. This compromises children's welfare and hinders their progress.
- Leadership and management have failed to identify weaknesses in staff practice. Some staff have a poor knowledge of how to support children's development and do not consistently challenge them to achieve success in their next stage in learning. Staff do not support children's independence consistently.
- Self-evaluation is ineffective. Leadership and management do not identify breaches in requirements and the quality of the provision has declined. They have not addressed a previous recommendation to support children's mathematical understanding successfully. They do not seek the views of staff, parents or children.
- Parts of the daily routine interrupt children's play and exploration unnecessarily.

It has the following strengths

- Staff keep parents informed about children's activities and build effective relationships with them.

What the setting needs to do to improve further

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

	Due Date
■ improve staff knowledge of safeguarding policies and procedures and the signs that a child may be at risk of harm	30/08/2017
■ ensure staff promote the good health and hygiene needs of all children attending the setting	30/08/2017
■ ensure staff ratios are met at all times and that staff are deployed effectively to meet the needs of all children	23/08/2017
■ improve arrangements for the monitoring and supervision of staff to identify and act on weaknesses in practice	16/09/2017
■ improve the effectiveness of planning, daily routines and assessment to ensure staff consistently challenge children and help them make good progress in their learning and development	16/09/2017
■ take steps to ensure that children's independence and mathematical understanding are well supported.	16/09/2017

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

- make effective use of self-evaluation to identify breaches in requirements and target areas for improvement to improve the quality of provision for children, and include the views of staff, parents and children.

Inspection activities

- The inspector observed teaching practices and the impact these have on children's learning.
- The inspector held discussions with the manager, staff, children and parents.
- The inspector read some of the setting's documentation, including the safeguarding policy and procedures.
- The inspector sampled children's development information and records.
- The inspector carried out joint observations with the manager.

Inspector

Anne Clift

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. Not all staff are aware of the signs of abuse and neglect. They are not clear about the procedures to report any concerns that they may have about a child's well-being or about another member of staff. They do not have a secure understanding of the Local Safeguarding Children Board procedures. Leadership and management do not ensure the requirements relating to ratios are met at all times. Poor staff deployment means that seven children under the age of two are regularly left alone with one member of staff. In addition, up to nine two-year-old children are left in the care of one member of staff outdoors. This compromises children's safety, care and learning needs. Although staff receive some training, this has not impacted positively on the quality of care and learning. Leadership and management are not effective in identifying weak areas of staff practice. Self-evaluation is not robust enough to ensure that areas for improvement are identified. The premises are secure and staff are appropriately recruited and their suitability is checked.

Quality of teaching, learning and assessment is inadequate

Staff interactions with children are poor. They do not ensure children are consistently supported to make good progress in their learning. Staff do not challenge children to solve problems for themselves and develop their thinking skills. They do not identify opportunities to support children's mathematical understanding as they play. Although staff have some knowledge of what children need to learn next, they do not use this effectively. Staff hinder children's learning by interrupting their play to follow strict routines. They do not organise or plan everyday routines, such as snack time, effectively, leaving some children waiting for a long time.

Personal development, behaviour and welfare are inadequate

The weaknesses in leadership and management mean that the children's safety and welfare are not assured. Furthermore, children's emotional well-being is at risk. Poor staff deployment means that staff working alone with babies are unable to comfort them when they become distressed. This also upsets other children. For example, babies walk around covering their ears to shut out the noise. This shows that staff do not provide emotional security to each child. Children's independence is hindered because staff do not encourage them to have a go at simple tasks that they are able to do for themselves. For example, pre-school children are required to line up and wait for staff to wash their hands and faces for them. In addition, staff prevent children from using the toilet when they are clearly ready to do so in this area of their development. Staff tell children it is not necessary because they are wearing a nappy. This has a negative impact on children's personal development. Staff do not use appropriate hygiene practices to promote children's good health. For example, they feed babies with spoons that have been left on the floor.

Outcomes for children are inadequate

Children's overall learning and development experience is poor, particularly in the development of their mathematical skills. Inconsistencies in teaching have a negative

impact on the progress that children make. They are not well prepared for the next steps in their learning or their eventual move school.

Setting details

Unique reference number	EY346831
Local authority	Warwickshire
Inspection number	1064958
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register
Age range of children	0 - 4
Total number of places	86
Number of children on roll	57
Name of registered person	Milverton School Limited
Registered person unique reference number	RP905592
Date of previous inspection	26 September 2013
Telephone number	02476387430

Milverton House Nursery registered in 2007. The nursery opens Monday to Friday from 7.30am to 5.30pm all year round, except for one week at Christmas and on bank holidays. The nursery employs 23 members of staff. Of these, 19 have appropriate early years qualifications at level 3. The nursery receives funding to provide free early education to children aged two, three and four years.

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