

Lilliput Lodge Children's Day Nursery Ltd

Lilliput Nursery, Thimblemill Road, SMETHWICK, West Midlands, B67 6NR



Inspection date	19 September 2017
Previous inspection date	21 November 2014

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Outstanding	1
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Requires improvement	3
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Requires improvement	3

Summary of key findings for parents

This provision is inadequate

- Some staff have not been subject to a robust recruitment and selection process. Risk assessments as are not sufficiently robust in some parts of the nursery. This puts children's welfare and well-being at risk.
- Some staff do not consistently follow the nursery's behaviour management procedures. They do not always manage children's behaviour appropriately or support children to learn to manage this themselves.
- There have been many staff changes and new staff do not yet have a good enough knowledge of their key children. The manager does not monitor, coach and mentor staff effectively to improve their knowledge and skills.
- The quality of teaching is variable. Staff do not use the information gained from assessments consistently to plan activities that match to each child's age and stage of development. Monitoring of staff and self-evaluation are not sufficiently rigorous to raise the overall quality of teaching to a consistently good level.

It has the following strengths

- Children have daily opportunities for fresh air and explore the outdoors, which supports their physical development and an understanding of healthy lifestyles.
- Staff promote children's independence skills well. They prompt children to attempt activities by themselves, such as putting their coats and shoes on.
- Partnerships with parents are positive. Staff provide parents with information about their child's day at the nursery. Parents find the staff friendly and very approachable.

What the setting needs to do to improve further

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

	Due Date
■ ensure that the process for the selection and recruitment of all staff members is robust, and appropriate vetting processes are carried out	31/10/2017
■ use risk assessments effectively to identify hazards and take all reasonable steps to minimise or remove them	31/10/2017
■ ensure that staff consistently implement the nursery's behaviour management procedures so that children's behaviour is always managed in an appropriate way	31/10/2017
■ provide support, coaching and guidance to newer staff to ensure they have appropriate skills and knowledge	31/10/2017
■ ensure the monitoring of staff practices, as part of performance management, effectively supports them to improve their personal effectiveness and deliver good-quality teaching	31/10/2017
■ ensure assessments and next steps in children's learning are used effectively to plan stimulating experiences that are matched to each child's level of development.	31/10/2017

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

- make better use of self-evaluation to accurately identify and address all weaknesses in practice, and to improve the overall quality of the provision.

Inspection activities

- The inspection was carried out as a result of a risk assessment, following information received about this provider.
- The inspector observed the quality of teaching during activities inside and outdoors, and assessed the impact this has on children's learning.
- The inspector held a meeting with the provider. She discussed a range of policies and procedures and looked at evidence of the suitability of staff working in the nursery.
- The inspector carried out joint observations with the deputy manager.
- The inspector spoke to staff, parents and children during inspection and took account of their views.

Inspector

Rupinder Phullar

Inspection findings

Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding are ineffective. Recruitment and selection processes are not robust for some staff to ensure that they are suitable to work with children. The manager does not fully assess or address potential risks to children; this specifically relates to the poor condition of the wall in the children's toilet. Most staff are qualified; however, their knowledge does not reflect in their teaching practice. They do not receive enough support through effective supervision to raise the quality of teaching to a consistently good level. The manager monitors children's progress to identify where further support is needed, overall. Despite this, the process of self-evaluation is not effective enough. The provider has failed to note the lapses in risk assessing and the inconsistencies in behaviour management and activity planning. Staff attend child protection training and understand their responsibility to report any concerns. All staff, managers and students are aware of the nursery's policies and procedures, such as the child protection, complaints and whistle blowing. Appropriate staff deployment means that staff supervise children fully and maintain adult-to-child ratios. The premises are clean and hygienic, and staff share children's care routines, such as mealtimes and rest times, with parents.

Quality of teaching, learning and assessment requires improvement

Children, particularly those in the younger age room, do not always experience good quality teaching. This is because some staff are less experienced. They do not have a good enough knowledge of what their key children can do and what they need to learn next. When staff do carry out activities, they do not provide sufficient challenge to help children be fully engaged in their learning. Teaching is not adapted sufficiently to match children's individual needs. For example, when staff plan a sensory activity using cooked spaghetti, they do not make effective links between the activity and children's capabilities and next developmental steps. Children are not motivated and access the activity for short period, but soon lose interest. Children in the pre-school room have better learning opportunities. Staff follow their interests and encourage them to make choices in their play. They ask questions and encourage children to recall previous experiences. For example, children talk to staff about the changes that occur when fresh bread becomes stale or mouldy.

Personal development, behaviour and welfare are inadequate

Weakness in leadership and management means that children's welfare and well-being are not assured. The nursery has an appropriate behaviour management policy in place. However, when children are disruptive, some staff do not consistently implement the policy. At times, they are too quick to address children's behaviour. For example, they tell children, 'No' or, 'Don't do that', and do not always support their understanding of why their behaviour is unacceptable. This means that young children do not learn what is expected of them. Despite this, children build positive relationships with all staff. They have regular opportunities to visit the local community and develop a positive understanding of the wider community beyond their own experiences.

Outcomes for children require improvement

Weakness in teaching means that children do not always receive the support they need to make the best possible progress. Children in the younger rooms do not gain a solid foundation to help prepare them for their future learning. Children in the pre-school gain the key skills to help in preparation for school. They are beginning to make marks with different tools, such as chalk, paint and coloured pens. Children are learning to recognise letters and are beginning to sound out words.

Setting details

Unique reference number	EY227003
Local authority	Sandwell
Inspection number	1113484
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	50
Number of children on roll	55
Name of registered person	Lilliput Lodge Children's Day Nursery Ltd
Registered person unique reference number	RP520584
Date of previous inspection	21 November 2014
Telephone number	0121 420 4080

Lilliput Lodge Children's Day Nursery Ltd registered in 2002. The nursery employs 17 members of childcare staff. Of these, eight hold appropriate early years qualifications at level 3 to level 5, and two hold degrees. The nursery is open each weekday 7.30am to 6pm throughout the year, except for bank holidays and two weeks at Christmas. The nursery provides funded early education for two-, three- and four-year-old children.

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