

Esscroft Private Nursery

Esscroft Private Nursery, Ilkley Road, Burley In Wharfedale, Ilkley, LS29 7HL



Inspection date

Previous inspection date

10 October 2017

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		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

- The provider does not ensure that all staff have a Disclosure and Barring Service check before they are left to care for children unsupervised. This compromises children's safety.
- Lead staff do not have a clear understanding of their role and responsibilities. Self-evaluation is not used effectively to identify weaknesses in practice.
- Some staff do not demonstrate a good enough understanding of child protection matters, including who is the designated safeguarding officer for the nursery and the procedure to follow if they have a concern about a member of the staff team. Safeguarding policies are not implemented effectively to fully protect children.
- The provider has not put in place appropriate arrangements for the supervision of staff and she does not monitor or evaluate staff practice. This has a negative impact on children's welfare.
- There is no named deputy manager in post. This means that there is no person with lead responsibility for children's care and learning in the absence of the manager.
- Fresh drinking water is not accessible to children at all times during the day.
- Staff complete some assessments of children's progress. However, this is not used well to target specific next steps in learning to support children to make rapid progress.

It has the following strengths

- All staff are qualified to administer first aid. The provider and staff team show a willingness to improve.

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 a Disclosure and Barring Service check is carried out on all staff before they are left unsupervised with children	24/10/2017
■ ensure staff have a clear understanding of their role and responsibilities	24/10/2017
■ ensure all staff gain a secure and up-to-date knowledge of all safeguarding matters, including knowledge of the designated safeguarding officer and procedures for sharing concerns about a colleague	24/10/2017
■ ensure safeguarding policies and procedures are implemented effectively at all times, including the use of mobile phones	24/10/2017
■ improve arrangements for the supervision of staff to identify and act on areas of practice that need improvement to develop personal effectiveness	24/10/2017
■ ensure there is a named deputy who is capable and qualified to take charge in the manager's absence	24/10/2017
■ ensure children can access fresh drinking water at all times.	24/10/2017

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

- improve assessment processes further to accurately identify children's changing stages of development, supporting them to make the best possible progress
- make effective use of self-evaluation to ensure weaknesses in practice are quickly identified and acted upon to keep children safe and to help them make good progress.

Inspection activities

- The inspector observed the quality of teaching during activities indoors and outdoors and assessed the impact this has on children's learning.
- The inspector spoke with staff and children during the inspection.
- The inspector held a meeting with the provider.
- The inspector spoke to a number of parents during the inspection and took account of their views.
- The inspector looked at relevant documentation and evidence of the suitability of staff working in the nursery.

Inspector

Lindsay Dobson

Inspection findings

Effectiveness of the leadership and management is inadequate

Leadership and management of the setting are weak. Safeguarding is not effective. Some staff have not completed the required Disclosure and Barring Service checks to ensure their suitability to work with children. The provider has not clearly defined roles or responsibilities for herself and the nursery manager and there is currently no deputy manager in post. As a result, there is a lack of clarity for the whole staff team and staff are unsure of who they should report concerns to. For example, some staff do not know who holds the role of designated safeguarding officer. Although all staff have recently completed online safeguarding training, their knowledge of some procedures is too weak to ensure children are protected. Staff do not know how to report concerns about a colleague. Additionally, they do not follow the procedures in place with regard to the use and safe storage of mobile phones. There is an established staff team in place. The majority of staff hold appropriate childcare qualifications and the provider offers some further training opportunities. However, plans to hold supervision meetings are yet to be implemented. As a result, staff do not have opportunities to spend time in confidential discussion with the provider or receive tailored support to improve the quality of their teaching practice. The provider ensures that adult-to-child ratios are met at all times. The provider is seeking support from an early years consultant and the local authority to improve the quality of care and learning provided to children. Action plans are in place, however, these are not effective in identifying weaknesses in requirements.

Quality of teaching, learning and assessment requires improvement

Staff provide a range of play opportunities for children to enjoy. For example, young children happily join in with painting and sticking activities linked to the autumn theme. The older children enjoy a yoga session to start the day. During free play and in discussion with staff they confidently share their knowledge of farming, describing how the farmer cuts the crops to make bread. Children continue with this play as they use the farm resource sets, describing the animals and using the toy tractor and combine harvesters. Current arrangements for assessment of children's learning are predominantly based on them completing worksheets. This means that staff do not have a clear enough understanding about what each child knows and needs to learn next, to enable them to plan more effective challenges. Staff and parents exchange some information about children's learning.

Personal development, behaviour and welfare are inadequate

The weaknesses in safeguarding children's welfare mean that their well-being is not assured. Staff manage children's behaviour in an appropriate way, they encourage children to use good manners, share and take turns. Children eat balanced and nutritious meals and snacks. However, they do not have free access to water throughout the day. Children have many opportunities each day to be outside in the fresh air and for outdoor play. Children run around the large open spaces, use the variety of wheeled toys and climb the steps to the slides. Risk assessments have recently been updated and staff are vigilant and supervise children appropriately as they move around the indoor and outdoor

areas. Access to the nursery is monitored. Accident and medication records are appropriately completed.

Outcomes for children require improvement

Overall, not all children make enough progress in their development. However, children gain some of the skills they need in readiness for school. They have positive social skills, listen to instructions and join in during free play and planned activities. Children develop their communication and language skills, for example, through conversations with staff and their peers. They enjoy listening to familiar stories and are building on their developing use of number when they count in rote.

Setting details

Unique reference number	EY543283
Local authority	Bradford
Inspection number	1114567
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register
Age range of children	1 - 5
Total number of places	80
Number of children on roll	50
Name of registered person	Esscroft Private Nursery Partnership
Registered person unique reference number	RP543282
Date of previous inspection	Not applicable
Telephone number	01943 864174

Esscroft Private Nursery re-registered in 2017. The nursery employs six members of childcare staff. Of these, four hold appropriate early years qualifications at level 2 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 two-, three- and four-year-old children.

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