

Children's Cottage Day Nursery

Clavering Primary School, Stortford Road, Clavering, SAFFRON WALDEN, Essex, CB11 4PE



Inspection date

27 October 2017

Previous inspection date

6 February 2017

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 provider does not ensure that staff have a robust understanding of the safeguarding policy. She does not check to ensure staff understand the procedures they must follow, such as how to respond to allegations about adults who work with children.
- The manager does not provide effective induction training for new members of staff. They do not fully understand their roles and responsibilities, particularly with regard to safeguarding children and managing children's behaviour.
- The manager does not provide effective supervision, support or guidance to staff. She does not tackle weaker aspects of staff's knowledge, understanding or teaching practice. She does not support them in their professional development.
- Staff do not consistently manage children's behaviour in a positive manner. Sometimes, they give negative feedback to children without giving them a clear explanation of their expectations for behaviour. This impacts on children's well-being and self-esteem.
- Children do not experience meaningful learning opportunities which are targeted to their individual levels of development. Some activities lack challenge, whereas other activities are significantly beyond children's capabilities. Children lack motivation to learn and do not always respond to staff.

It has the following strengths

- Children play well together and develop good friendships.

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 are trained to understand the safeguarding policy and procedures and are able to respond in a timely and appropriate way when they have concerns about a member of staff or the welfare of a child in their care	27/11/2017
■ ensure that new members of staff receive induction training to help them to understand their roles and responsibilities, particularly with regard to safeguarding children	27/11/2017
■ address any weaknesses in staff's practice and implement an effective programme of professional development to help staff to continually improve	27/11/2017
■ use effective strategies to promote children's positive behaviour, relative to their age and level of understanding, and which support their confidence and self-esteem.	27/11/2017

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

	Due Date
■ ensure staff plan opportunities for children in all areas of learning which meet their individual needs, challenge them appropriately and engage them in good quality learning opportunities.	27/11/2017

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 completed a joint observation with the nursery manager.
- The inspector held a meeting with the nursery manager. She looked at relevant documentation and evidence of the suitability of staff working in the nursery.
- The inspector spoke to a number of parents during the inspection and took account of their views.

Inspector

Julie Meredith-Jenkins

Inspection findings

Effectiveness of the leadership and management is inadequate

There are significant weaknesses in the leadership and management of the nursery. The provider, who is also the manager, fails to act in a timely manner to address actions raised at the last inspection. This demonstrates a lack of capacity to improve. Despite being raised as an action at the last inspection, staff continue to lack support and guidance to undertake training and professional development opportunities. The manager sometimes identifies poor quality teaching practice when she observes staff interacting with children. However, she does not take action to address these weaknesses. New members of staff do not receive effective induction training to ensure they understand the nursery's policies and procedures, such as how to promote children's positive behaviour and keep them safe from harm. Safeguarding is not effective. The lead practitioner for safeguarding does not train all members of staff to understand the safeguarding policies and procedures. She is not aware that staff have poor knowledge and understanding of how to report any concerns they have about adults who work with children. This poses a significant risk to children's welfare.

Quality of teaching, learning and assessment is inadequate

Some staff's teaching skills are weak. They do not know how to promote children's next steps in learning and do not focus their teaching at suitable levels for children's abilities. They ask young children, who are developing their speaking skills, to identify letters from a game that is beyond their capabilities. Children often fail to respond to questions due to their lack of understanding. Outdoors, children explore with sand. They use a scoop to fill a bucket with sand, but quickly leave the activity and are uninspired to learn. Staff do not make use of their assessments of children's progress. They do not plan opportunities which are targeted to meet children's individual needs. However, they do take on ideas from parents and other professionals, such as how to promote children's speaking skills.

Personal development, behaviour and welfare are inadequate

Some staff lack skills to promote children's good behaviour and their expectations are not consistent with children's age or level of understanding. They do not consider how to support young children's understanding of behaviour in a positive manner, particularly during routines. Snack time is organised so that young children sit with their back to other children who are playing. The children's natural inclination is to want to see what is taking place, but they are repeatedly told they must not turn to look at their friends. Despite the manager being close by, she does not notice this as an issue. This negatively impacts on children's self-esteem and well-being, and hinders them from forming positive relationships with all staff. On other occasions, however, staff do praise children for their achievements, such as when they share with their friends. Children are encouraged to manage self-care needs. They are provided with healthy food and are supported to maintain good hygiene.

Outcomes for children are inadequate

Weaknesses in teaching and planning impact negatively on children's learning and progress. Some children lack confidence and enthusiasm to learn. They often demonstrate

little concentration during activities and quickly disengage from activities without achieving any meaningful learning. They do not always listen and respond to staff. They do not gain important skills and are not prepared well for the next stage in their learning, such as school.

Setting details

Unique reference number	EY389261
Local authority	Essex
Inspection number	1085295
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register
Age range of children	1 - 4
Total number of places	16
Number of children on roll	20
Name of registered person	Children's Cottage Day Nursery Ltd
Registered person unique reference number	RP535348
Date of previous inspection	6 February 2017
Telephone number	07779250414

Children's Cottage Day Nursery registered in 2009. The nursery employs four members of childcare staff. Of these, three hold an appropriate early years qualification at level 3 or above. The nursery opens from 8am until 6pm, Monday to Friday, all year round except for bank holidays and a week at Christmas. The nursery provides funded early education for three- and four-year-old children.

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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