

# Tots and Juniors

Tots and Juniors, 10b Wentworth Road, RUSHDEN, Northamptonshire, NN10 9SL



## Inspection date

8 March 2018

Previous inspection date

8 October 2014

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		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 has not implemented effective procedures to check the suitability of all staff who come into contact with children. Induction procedures are weak.
- Some staff do not have a secure knowledge and understanding of how to report concerns about children's welfare. Staff, including managers, lack understanding of wider safeguarding issues. These weaknesses compromise children's welfare and safety.
- The provider does not implement effective procedures to ensure staff's ongoing suitability or ensure that they understand the disqualification requirements.
- The monitoring of staff's practice is not effective. The provider does not ensure that staff have sufficient knowledge and understanding of key aspects of their role to carry out their responsibilities effectively.
- Opportunities for children's engagement and learning during group activities are not planned for effectively.
- The provider does not reflect accurately on the quality of the provision to ensure that weaknesses are quickly identified and addressed swiftly.

### It has the following strengths

- Children enjoy playing together and are enthusiastic to explore freely the indoor and outdoor environments.
- Parents are well informed about their children's daily care. They comment on how the staff team is supportive and how their children look forward to attending the setting.
- Leaders and managers monitor children's individual progress sufficiently well and work alongside other professionals to support those children who require further support.

## What the setting needs to do to improve further

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

	Due Date
■ implement an effective system to check the suitability of all persons who work on the premises, including recording information about the recruitment and vetting processes that have been completed	22/03/2018
■ ensure induction procedures are rigorous and that all staff are trained to understand and implement the safeguarding policy and procedures, including gaining a secure understanding of the procedures to follow to report concerns about a child's welfare	22/03/2018
■ obtain knowledge of the 'Prevent' duty guidance to protect children who may be at risk of extremist ideas and behaviour	22/03/2018
■ implement effective systems to ensure staff's ongoing suitability, with particular regard to ensuring that staff understand their responsibility to disclose any information which could affect their suitability to work with children, concerning themselves or members of their household	22/03/2018
■ use effective supervision to target inconsistencies in practice and ensure all staff receive support, coaching and training to help them understand their roles and responsibilities	29/03/2018
■ improve the planning of group activities to ensure all children are provided with engaging and challenging experiences that support them to remain focused in their learning.	29/03/2018

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

- reflect more accurately on the overall quality of the setting to identify and swiftly address areas for improvements.

## **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 completed a joint evaluation of an activity with the manager and provider and spoke with staff and children during the inspection.
- The inspector held a meeting with the provider and manager. She looked at relevant documentation and evidence of the suitability of staff working in the nursery.
- The inspector spoke to parents during the inspection and took account of their views from documents provided for the inspection.

### **Inspector**

Linda Newcombe

## Inspection findings

### Effectiveness of the leadership and management is inadequate

Safeguarding is not effective. The provider does not ensure that safeguarding knowledge and understanding are prioritised. Some staff do not have a secure understanding of the procedures to follow should they need to report a concern about a child or a member of staff. The provider does not follow thorough recruitment and vetting procedures to check and ensure the suitability of all persons working at the setting. Induction systems are not effectively implemented or sufficiently monitored to ensure staff are fully aware of their responsibilities to keep children safe. Staff and managers have weak knowledge and understanding of wider safeguarding issues, such as the 'Prevent' Duty guidance. Procedures for staff's effective supervision are not rigorous. Staff are not equipped with all of the knowledge required to fulfil their roles and responsibilities. For example, they are not aware of the requirements regarding disqualification by association, or how this can affect their ongoing suitability to work with children.

### Quality of teaching, learning and assessment requires improvement

Staff generally support children and ask appropriate questions to challenge their thinking and extend their learning. For example, children show an interest in books and staff support this by sitting with them to read stories. Children have fun as they join in with songs. They copy the actions and repeat familiar sounds, which helps support their developing language skills. However, children's engagement and learning are not well supported during adult-led group activities. Children spend too long sitting, they lose focus and become fidgety and disengaged from learning. Children are beginning to make connections as they use their imaginations to initiate their own play ideas. For example, children role play being hairdressers and practise their skills at styling one another's hair.

### Personal development, behaviour and welfare are inadequate

Children's safety is not assured due to weaknesses in leadership and management. However, children do have daily opportunities to play and explore in the fresh air and take part in physical activity. They are offered a range of healthy snacks and meals, and water is readily available to them. Staff promote children's independence. For example, children clear away their own plates at mealtimes and dispose of any leftovers in the bin. Children are beginning to understand how to stay healthy. For example, they know that some sugary foods are not good for them. Staff are warm and friendly and have established close relationships with the children.

### Outcomes for children require improvement

Overall, children develop some new skills and are suitably prepared for when they move on to school. Children are happy and confident to move around their environment. Children behave appropriately. For example, they listen, take turns and follow instructions. However, at times, children lose their motivation to play and learn during group activities.

## Setting details

<b>Unique reference number</b>	EY368562
<b>Local authority</b>	Northamptonshire
<b>Inspection number</b>	1104738
<b>Type of provision</b>	Full-time provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Age range of children</b>	2 - 11
<b>Total number of places</b>	52
<b>Number of children on roll</b>	82
<b>Name of registered person</b>	Nicola Brett
<b>Registered person unique reference number</b>	RP514046
<b>Date of previous inspection</b>	8 October 2014
<b>Telephone number</b>	01933383629

Tots and Juniors registered in 2008. The provision employs 14 members of childcare staff. Of these, eleven hold appropriate early years qualifications at levels 3 and 4. The provision opens Monday to Friday all year round. Sessions are from 7.30am until 6pm. An out-of-school club operates during term time from 7.30am until 9am and from 3pm until 6pm and during the school holidays from 7.30am until 6pm. The provision provides funded early education for two-, three- and four-year-old children.

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