

Inspection date

25 June 2018

Previous inspection date

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		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 has not consistently followed secure vetting procedures to help to ensure the suitability of all staff and volunteers who work in the nursery.
- The provider is currently managing the nursery and has limited relevant experience. He has not ensured there is a suitable deputy manager to cover in his absence.
- The cook and other staff who handle food have not received training in food safety.
- The provider has not ensured that there is always at least one person on the premises at all times that children are present, who holds a current paediatric first aid certificate.
- The provider and staff lack knowledge of how to identify and respond to possible child protection concerns. They have not attended or received recent training.
- Not all legally required records are maintained. The provider does not keep an accurate daily record of children's hours of attendance.
- There has been a disruption in assessment and planning for each child's learning and development. The required progress check at age two has not been carried out.
- Arrangements for children's admission into the setting are poor. Staff do not work effectively with parents to share information to help plan to meet children's needs from the start.

It has the following strengths

- Staff use consistent techniques to help children understand what is expected of them. Children learn positive ways to behave.

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 that all staff have an adequate knowledge of how to identify and respond to safeguarding issues	06/08/2018
■ ensure that the lead practitioner, who is designated to take responsibility for safeguarding issues, has attended a child protection training course that enables them to identify, understand and respond appropriately to signs of possible abuse and neglect	06/08/2018
■ implement an effective system to ensure that staff, and any other person who is likely to have regular contact with children are suitable; this includes a criminal records check	06/08/2018
■ ensure that there is a capable manager in place who has at least two years' experience of working in an early years setting	06/08/2018
■ ensure there is a named deputy who, in their judgement, is capable and qualified to take charge in the manager's absence	06/08/2018
■ ensure at least one person who has a current paediatric first-aid certificate is on the premises and available to respond quickly at all times when children are present	06/08/2018
■ ensure that all staff responsible for preparing and handling food are competent to do so and have received training in food hygiene	06/08/2018
■ maintain records and obtain and share information with parents and other professionals working with children, to help ensure the needs of all children are met	06/08/2018
■ keep an accurate daily record of the hours of each child's attendance.	06/08/2018

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

	Due Date
■ ensure that all staff complete regular assessments of their key children's progress and use this information to accurately identify children's stage of development and plan the next steps in their learning	06/08/2018
■ ensure a progress check for every child aged two is carried out; provide parents with a written summary of their child's development and encourage them to share this with other relevant professionals.	06/08/2018
■ encourage parents to share what they know about their child's interests, their development and details of other professionals involved in their care in order to plan more effectively from the start.	06/08/2018

Inspection activities

- Ofsted carried out this inspection as a result of a risk assessment, following information received about the provision.
- 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 to the provider, staff and children at convenient times throughout the inspection.
- The inspector checked the available evidence of the suitability of adults working in the nursery and looked at relevant documentation.
- The inspector took account of the views of parents spoken to during the inspection.

Inspector

Angela Rowley

Inspection findings

Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding are not effective. Following registration, there have been significant changes in management and staff. The provider has recently taken over the role of manager and he attempts to manage the nursery while working directly with the children. His understanding of the safeguarding and welfare requirements is limited. As a result, children's welfare is significantly compromised and a number of legal requirements are not met. Despite there being a clearly documented procedure available, the provider and staff have a limited knowledge of how to recognise and respond to child protection issues. As the designated safeguarding lead, the provider has not attended recent training in child protection. Additionally, he has not ensured that staff working with the children have received training. He is also unclear of his role in responding to allegations made against staff. In an effort to recruit new staff swiftly, the provider has not always carried out robust suitability checks before allowing adults unsupervised access to children. He has not carried out a disclosure and barring service check for every member of staff who works on the premises. Furthermore, he has not always ensured staff have the skills and experience they need to undertake their roles. This includes the roles of the manager and the cook. The provider has already identified some of the weaknesses in the provision, however, progress to improve has been too slow.

Quality of teaching, learning and assessment is inadequate

There has been considerable disruption to children's learning. Children's key persons have changed and a regular assessment of their learning and development has not been maintained. Current staff do not have a thorough understanding of each child's stage of development or gaps in their learning. They have not completed a progress check of children at age two. As a result, staff have no precise plans in place to help each child progress further or for staff to liaise with other professionals to secure any early help if needed. The provider is beginning to make effective use of his teaching qualification to make some improvements to the programme of activities, particularly for older children. However, activities are not well-matched to the needs of the youngest children. Staff promote communication and language generally well. They routinely provide activities which encourage listening, singing and following simple instructions.

Personal development, behaviour and welfare are inadequate

Breaches of the statutory requirements have a significant impact on children's safety and well-being. On one recent occasion, the provider did not ensure that there was a member of staff on site who held a current paediatric first aid certificate in case of an emergency. Children's welfare has been further compromised as there are currently no staff who hold a certificate in food safety. Despite the changes in staff, the owner has managed to maintain some positive relationships with children and parents. However, he does not seek sufficient information from parents to help to plan to meet children's needs right from the start. This includes details about children's development and other professionals who are already working with the child or family, in order to support and safeguard them effectively. Children mostly enter the nursery happily and they make friends. Staff understand children's individual health needs. They teach children how to clean their teeth

after lunch. Children access regular outside play. They develop an understanding of the local community as they watch and talk about the animals and passers-by in the neighbouring park.

Outcomes for children are inadequate

Significant weaknesses and disruption in the quality of teaching means that staff do not know if children make good enough progress. A failure to continually assess children's development means that the youngest children in particular are not sufficiently challenged to make as much progress as they can in all aspects of their learning. This includes, for example, toilet-training. When older and more able children take part in adult-led activities, younger and less-able children are not engaged in purposeful play. The oldest children show interest and join in with activities. However, staff do not give enough emphasis to helping children acquire the key skills that they need in readiness for their transition to school.

Setting details

Unique reference number	EY549252
Local authority	Bury
Inspection number	1139784
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Age range of children	1 - 9
Total number of places	54
Number of children on roll	14
Name of registered person	Aspire Learning Centres
Registered person unique reference number	RP903361
Date of previous inspection	Not applicable
Telephone number	01616910562

Aspire Kids at Varsity registered in 2017 and is run by Aspire Learning Centres. The nursery is managed by the owner who holds qualified teacher status. He employs a member of staff who is qualified at level 2. The nursery opens Monday to Friday, all year round with the exception of bank holidays and a week at Christmas. Sessions are from 7.30am until 6pm.

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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