

Bright Futures Day Nursery

119a Orange Grove, Warrington WA2 0DS



Inspection date	1 August 2018
Previous inspection date	Not applicable

The quality and standards of the early years provision	This inspection: Previous inspection:	Inadequate Not applicable	4
Effectiveness of 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

The provision is inadequate

- Leaders do not ensure staff monitor children's progress. Staff do not make checks so they know what children are able to do already, or what they need to learn next. In addition, the required progress checks for children aged two years have not been carried out. Therefore, staff are unable to identify areas where children may need extra help with their learning.
- Staff do not plan and provide activities to support children's next steps in learning or help parents to support learning at home. This means that children are not making sufficient progress in readiness for school.
- Risk assessments are not effective in making sure that potential hazards to children are identified and minimised. This compromises children's welfare.
- A key-person system is not in place. Therefore, children's care is not tailored to meet their individual needs. Children do not form a secure attachment with staff.
- The provider has failed to ensure that suitable arrangements are in place for the supervision of staff. The provider does not provide sufficient support to staff to enable them to identify weaknesses in practice and ensure all staff receive suitable training.
- The provider does not ensure that new staff and agency staff are provided with induction training. As a result, staff do not fully understand the requirements and responsibilities of their role to promote children's learning and welfare.

It has the following strengths

- The newly appointed manager has identified some weaknesses and has started to work with the local authority to help bring about improvement, which is yet to have an impact.

What the setting needs to do to improve further

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

	Due date
implement effective planning systems to promote children's individual learning and development	03/09/2018
implement accurate assessment arrangements to ensure children's progress is suitably monitored and supported, including the required progress check at age two years	03/09/2018
review risk assessments to ensure all reasonable steps to remove, minimise and manage risks are taken	03/09/2018
ensure all children are assigned a key person	03/09/2018
put in place appropriate arrangements for the supervision of staff, to provide support, coaching and training to improve the quality of teaching	03/09/2018
ensure procedures are in place for staff induction so all new staff are aware of their roles and responsibilities.	03/09/2018

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

- ensure staff understand how to promote children's positive behaviour consistently and help understand boundaries.

Inspection activities

- The inspector observed the quality of teaching during activities and assessed the impact this has on children's learning.
- The inspector spoke to several parents during the inspection and took account of their views.
- The inspector looked at relevant documentation and reviewed evidence of the suitability of the staff working at the nursery.
- The inspector spoke to children and agency staff at appropriate times during the inspection and held meetings with the manager.
- The inspector held meetings with the registered person and the local authority early years adviser.

Inspector
Ally Hobbs

Inspection findings

Effectiveness of leadership and management is inadequate

The arrangements for safeguarding are not effective. Risk assessments are not robust enough and leaders do not fully consider the potential hazards within the setting to ensure children are kept safe. Leaders do not share risk assessments with agency staff so they understand the health and safety procedures within the childcare room, for example, the correct opening of large windows to ensure the setting remains secure. Leaders demonstrate a knowledge of the procedures to follow should they have a concern relating to a child's welfare. However, the provider has failed to give effective induction training to new staff and agency staff. As a result, staff are not provided with enough information about the requirements of their role to support children's care needs effectively. The provider has not undertaken effective supervision sessions with the previous manager or staff. As a result, the provider has not identified the sudden decline in practice. The newly appointed manager has implemented appropriate recruitment checks to ensure newly appointed staff are suitable. Parents speak positively about the newly appointed manager.

Quality of teaching, learning and assessment is inadequate

The provider has not monitored and evaluated the effectiveness of teaching and learning to identify and address weaknesses. The provider has not provided sufficient support to help staff improve their teaching skills and aid children's further learning and development. Although the newly appointed manager is working to make improvements, changes have not been implemented quickly enough to ensure the setting is not breaching requirements. For example, due to the lack of a key-person system, parents comment that they are not provided with any support or advice about how to help children continue making progress in their learning away from the setting. The systems for monitoring the progress children make are ineffective. Leaders do not make checks, including the required progress check at age two years, to identify and address any gaps in children's learning and development. Staff do not plan experiences to support and enhance children's learning or provide appropriate challenge. As a result, children are falling behind in their learning and development. Children have occasional opportunities to play outside and are supervised by staff.

Personal development, behaviour and welfare are inadequate

Frequent changes of staff and poor deployment mean leaders regularly rely on agency staff who do not know the children well enough to provide for their needs. Although ratios are maintained, leaders have not considered how to provide a key-person system to allow children to form secure attachments. In addition, children are not provided with consistent role models. Staff do not give clear or consistent explanations to support children's early understanding of boundaries and expectations. Staff do not use effective strategies to help children understand what is expected of them. For instance, children run over sleep mats and bed linen with outdoor shoes. Staff do not explain why this is not acceptable. The atmosphere in the childcare room is calm and staff are attentive and kind. Staff encourage children to follow some appropriate hygiene practices. For example, children learn to wash their hands before eating and after toileting routines.

Outcomes for children are inadequate

Children are not inspired to learn. Staff do not provide children with enough opportunities to support general progress, particularly independence. For example, staff feed children capable of feeding themselves. Due to lack of key-person systems, staff do not know which children need any additional support to ensure any gaps in their learning and development are narrowing. Children do not achieve to their full potential due to weakness in the quality of teaching. For example, children do not develop their language skills and are not prepared for school.

Setting details

Unique reference number	EY537559
Local authority	Warrington
Inspection number	10056920
Type of provision	Full day care
Registers	Early Years Register
Day care type	
Age range of children	0 - 4
Total number of places	34
Number of children on roll	23
Name of registered person	Twigg, Paul
Registered person unique reference number	RP537558
Date of previous inspection	Not applicable
Telephone number	01925810156

Bright Futures registered in 2016. The nursery employs five members of staff. Of these, three hold appropriate qualifications at level 3 and above. The nursery is open Monday to Friday 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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