

TRIANGLE NURSERIES LTD



12 Heath Terrace, Leamington Spa, Warwickshire CV32 5LY

Inspection date	15 August 2018
Previous inspection date	16 October 2017

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Requires improvement	3
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

- The provider does not ensure all staff have an up-to-date knowledge of safeguarding to help keep children safe.
- The provider fails to follow their own recruitment policy to ensure the ongoing suitability of all staff who work with children.
- The provider does not ensure staff receive effective support and coaching to fulfil their roles well.
- The manager does not ensure staff carry out rigorous risk assessments to keep children safe during outside play.
- Staff do not follow safe and effective procedures to protect children against infection. They use the same flannel and a communal bowl to wash the hands of all toddlers in preparation for lunch.
- The quality of teaching is not good. Staff do not provide stimulating activities that help children to develop well in all areas of learning and they do not provide opportunities for children to extend their learning.

It has the following strengths

- Children develop good independence skills. Pre-school children are confident to take themselves to the toilet and they know that they must always secure the gate at the top of the steps.
- Staff work generally well with parents. They provide regular information about children's experiences in the nursery and they discuss how parents might continue with activities at home. Parents say that communication with the managers and staff is good.

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
develop staff's knowledge and understanding of safeguarding matters with regard to the wider issues of child protection, including the 'Prevent' duty guidance for England and Wales 2015, to keep children safe from harm	28/09/2018
implement robust procedures to ensure that the ongoing suitability of all staff is checked	28/09/2018
provide effective support and coaching to enable staff to fulfil all aspects of their roles well	28/09/2018
ensure risk assessments are rigorous and provide a safe outside environment for children's play	28/09/2018
implement safe and effective procedures to protect children against infection with regard to washing their hands	28/09/2018
provide stimulating activities and opportunities that help children to make good progress in all areas of learning.	28/09/2018

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

- improve the self-evaluation to take account of significant weaknesses and take prompt action to address these.

Inspection activities

- This inspection was carried out as a result of a risk assessment, following information we received about this provision.
- The inspector carried out observations of the quality of teaching during activities indoors and assessed the impact this has on children's learning. The inspector carried out joint observations of activities with the manager.
- The inspector spoke with staff and children. She also spoke with a number of parents and took account of their views.
- The inspector looked at relevant documentation and evidence of the suitability of staff working in the nursery.
- The inspector held a discussion with the provider, meetings with the managers and discussed the self-evaluation process.

Inspector
Adelaide Griffith

Inspection findings

Effectiveness of leadership and management is inadequate

Safeguarding is not effective. Staff do not have up-to-date knowledge of wider child protection matters, such as the 'Prevent' duty guidance, as set out in the safeguarding policy. They do not know what to do to protect children from extreme views and behaviours. Nevertheless, staff know the procedures to follow to report concerns about a child in their care. Managers know what to do if there are allegations against a member of staff. The provider does not fully promote children's welfare. They do not rigorously follow their own recruitment procedures in order to appoint new staff. For example, they do not consistently obtain references to ensure they check all aspects of suitability for staff who will work with children. Although managers carry out self-evaluation, they have not effectively addressed all actions set at the last inspection to improve outcomes for children. Staff have few opportunities to discuss their performance and to take prompt action to improve their skills. The provider implements some procedures appropriately. They ensure staff record accidents consistently and share relevant information with parents. They ensure the staff-to-child ratios are consistently maintained and they deploy staff effectively indoors and outside. Managers ensure that temporary staff who work unsupervised with children are suitably qualified and have sufficient experience.

Quality of teaching, learning and assessment is inadequate

The quality of teaching is, at times, mundane. Some staff are inexperienced and they do not have the skills to promote children's learning well. Experienced staff include challenge appropriately, for example, they allow time for children to do simple calculations. However, they do not help children to sustain their thinking during play activities. Staff do not understand how to maintain the focus on the learning intentions for each child. Staff carry out regular observations of children's play and correctly identify the next steps in learning. However, the planning is not focused primarily on how staff intend to meet each child's learning needs. This is led by the resources set out for children's play. Staff do not provide effective support for children to make the best possible progress in their development. On the whole, throughout all activities, staff encourage children with praise and engage them consistently.

Personal development, behaviour and welfare are inadequate

Although staff supervise children appropriately during activities and routines, their practice does not thoroughly promote children's physical well-being. Staff in the toddlers' room do not implement rigorous hygiene procedures to meet each child's care needs. Furthermore, the manager has not reviewed the reasons for high rates of accidents sustained by some children during play in the outside space. As a result, children do not receive effective guidance and support to keep safe during risky play. On the other hand, pre-school children have a good understanding of the reasons for eating freshly cooked, balanced meals. All children receive effective support to develop their independence. For example, staff encourage toddlers to remove their coats with minimal support after outside play. Older babies are beginning to drink from open cups. Staff respond quickly if children are upset and give comfort appropriately to promote their emotional well-being. Children respond positively to gentle reminders from staff to share and to take turns at using resources.

Outcomes for children are inadequate

Children of all ages do not receive effective support to develop as best as they could for their moves within the nursery. However, pre-school children develop some skills for moving on to school. They attend to their personal needs and they recognise letters and count confidently.

Setting details

Unique reference number	200835
Local authority	Warwickshire
Inspection number	10067809
Type of provision	Full day care
Registers	Early Years Register
Day care type	
Age range of children	0 - 4
Total number of places	40
Number of children on roll	60
Name of registered person	Triangle Nurseries Limited
Registered person unique reference number	RP522470
Date of previous inspection	16 October 2017
Telephone number	01926 337821

Triangle Nurseries Ltd registered in 1994. The nursery employs 10 members of childcare staff. Of these, nine hold appropriate qualifications at level 2, 3 or 6. The nursery is open each weekday from 8am to 6pm, all year round, except for bank holidays and a week at Christmas. It provides early funded 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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