

Leo's Day Nursery

66 St Alban's Road, Arnold NG5 6GS



Inspection date	9 August 2018
Previous inspection date	12 August 2015

The quality and standards of the early years provision	This inspection: Previous inspection:	Inadequate Good	4 2
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

- Managers and staff fail to recognise and minimise risks to children's safety in the nursery environment. This compromises children's safety and welfare.
- The provider fails to ensure that staffing arrangements meet the needs of all children effectively.
- The key-person system is ineffective. Not all children have a key person to help them form positive attachments and ensure their care and learning are tailored to their individual needs.
- Teaching is variable and staff do not plan challenging activities for children's individual development or to extend their learning.
- Current arrangements for the supervision of staff do not focus enough on improving staff's teaching practice and the outcomes for children.

It has the following strengths

- Children are very sociable and behave well.
- Children of all ages develop their independence. Staff support babies and younger children well to use cutlery safely to feed themselves.

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
ensure risk assessments identify any safety hazards and take all reasonable steps to remove, minimise and manage these risks to protect children's safety and welfare	31/08/2018
ensure staff are deployed effectively to meet the needs of all children	31/08/2018
assign each child a key person and ensure every child's learning and care is tailored to meet their individual needs	31/08/2018
ensure staff plan challenging experiences, based on children's individual needs, interests and stages of development, to help all children make good progress in their learning.	31/08/2018
ensure that arrangements for the supervision of staff promote a culture of support, teamwork, coaching and continuous improvement to help raise outcomes for children.	31/08/2018

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 observation with the nursery manager.
- The inspector held discussions with the nursery manager and management team. She looked at relevant documentation, such as the nursery's policies and procedures, and evidence of the suitability of staff.
- The inspector spoke to staff and children during the inspection at appropriate times. She looked through children's learning journeys and discussed these with the staff.
- The inspector spoke to a small number of parents on the day of inspection and took account of their views.

Inspector
Carly Polak

Inspection findings

Effectiveness of leadership and management is inadequate

The arrangements for safeguarding are not effective. Staff demonstrate a poor attitude towards risks in the environment. For example, although they identify hazards, they do not act upon these. This compromises children's safety and welfare. The manager and staff are aware of their responsibility to help protect children from harm. They know how to respond should they have any concerns regarding a child's welfare. The manager is new to the post and has started to evaluate the nursery and implement staff supervisions. However, these are not yet effective in fostering a culture of teamwork and support. Consequently, weaknesses in teaching are not addressed quickly enough to ensure children make progress in their learning. Staff deployment does not always meet the needs of all children. This is because on some days staff and children move between the different rooms. This results in some children being unsettled on arrival, and they do not have their needs met and do not make the progress of which they are capable.

Quality of teaching, learning and assessment is inadequate

Staff record observations of children's learning. However, they do not use this information to help plan for children's learning and ensure they participate in stimulating and challenging activities. A lack of planning means that teaching is not focused on what children need to learn next to help them to make progress. Most activities lack purpose, contribute very little to children's learning and are, on occasions, poorly set up. For example, staff setting up a sensory activity failed to notice that most children could not reach the activity. Furthermore, some children do not have a key person. As a result, children do not form a relationship with a named member of staff who will take responsibility for ensuring their needs are fully met and identified during each session. Staff generally engage well with children in activities. Older children have fun playing outside. They use their imaginative skills as they pretend to be detectives and investigate who has made marks on the inside of the shed.

Personal development, behaviour and welfare are inadequate

Children's well-being and safety is compromised because of the weaknesses identified in leadership and management. Also, their emotional needs are not currently being prioritised. That said, most children have built positive relationships with staff and other children. They are polite and confidently share their views and opinions with visitors. Children are provided with daily opportunities to gain fresh air and spend some time playing outside. They enjoy a range of healthy snacks, and water is readily available to them. Staff help children to be independent in their self-care skills, such as washing their hands before eating and after using the toilet.

Outcomes for children are inadequate

Weaknesses in leadership and management significantly impact on children's outcomes. Children do not make the progress they should. However, a small group of pre-school children who will be leaving for school in September have been suitably prepared. They are developing the basic skills needed for school. They are helped to develop good social skills and have formed positive relationships with their peers.

Setting details

Unique reference number	EY346312
Local authority	Nottinghamshire County Council
Inspection number	10065300
Type of provision	Full day care
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	Childcare on non-domestic premises
Age range of children	0 - 4
Total number of places	56
Number of children on roll	91
Name of registered person	Leo's Childrens Nurseries Ltd
Registered person unique reference number	RP902804
Date of previous inspection	12 August 2015
Telephone number	0115 9673229

Leo's Day Nursery registered in 1990. The nursery employs 28 members of childcare staff. Of these, 19 hold appropriate early years qualifications at level 3 and above, including one with a degree in early years childhood studies and one with qualified teacher status. The nursery opens Monday to Friday for 51 weeks of the year, closing for Christmas and bank holidays. Sessions are from 7.45am until 6pm. The nursery provides funded early education for two-, 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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