

Sparkling Stars Montessori & Daycare

31-33 Farriers Way, Borehamwood, Hertfordshire WD6 2TB



Inspection date	3 August 2018
Previous inspection date	2 December 2015

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

- The provider does not have robust systems in place to record information about staff's identity checks or the vetting process completed.
- Children's welfare is compromised. The provider, managers and staff do not know how to respond to concerns about children or allegations made against members of staff.
- The provider fails to ensure that managers and staff have induction training to help them understand their responsibilities. She does not supervise their practice or provide them with opportunities for professional development. This is reflected in staff's poor practice and weak understanding of their duties.
- The provider does not ensure the safety of children and staff at the nursery. Risk assessments are ineffective and not all hazards are minimised or removed.
- Staff do not manage children's behaviour in a consistent and appropriate way to help them learn the difference between right and wrong.
- Teaching and learning are poor. Procedures to assess children's progress are weak. Staff do not know what children need to learn next and they plan based on inaccurate information on children's needs. Additionally, staff fail to complete the progress check for children aged between two and three years.
- Staff do not share information about what children can do with other settings that they attend. They do not provide children with continuity in their learning.

It has the following strengths

- Children benefit from opportunities to lead their play indoors and outside.

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 effective systems to record information about staff's identity checks and vetting processes to demonstrate their suitability to work with children	07/09/2018
ensure that staff understand the safeguarding policies and procedures so that they are able to respond to concerns about children or allegations made against another member of staff	07/09/2018
ensure that all staff receive induction training to help them understand their roles and responsibilities	07/09/2018
make appropriate arrangements for the supervision, coaching and professional development of staff to ensure they are suitable to fulfil the requirements for their roles	07/09/2018
take all reasonable steps to ensure staff and children are not exposed to risks and hazards at the nursery	07/09/2018
ensure that staff manage children's behaviour in a consistent and appropriate way	07/09/2018
ensure there is a two-way flow of information with other settings where children attend to offer continuity in children's care and learning	07/09/2018
ensure all staff involved in preparing and handling food receive training in food hygiene as required.	07/09/2018

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

	Due date
use observations and assessments to identify where children are in their learning and what they need to learn next	07/09/2018
ensure the progress check for children aged between two and three years is completed for each child	07/09/2018
plan challenging and enjoyable experiences for children, taking account of their individual learning needs, interests and stages of development, including those who need more support.	07/09/2018

Inspection activities

- The inspector observed the quality of teaching during activities and assessed the impact this has on children's learning.
- The inspector checked a range of documentation, including safeguarding procedures, risk assessments and evidence of staff's suitability, qualifications and training.
- The inspector spoke with staff and children throughout the inspection.
- The inspector completed a joint observation of an activity with the manager.
- The inspector took into account the views of parents through written feedback.

Inspector

Karina Hemerling

Inspection findings

Effectiveness of leadership and management is inadequate

Safeguarding is ineffective. The provider does not have rigorous systems in place to record information about the vetting processes or the identity checks for all staff. This means that she is unable to demonstrate that all staff are suitable to work with children. Managers and staff are able to explain some of the signs of abuse and neglect. However, they do not know how to respond to child protection concerns or allegations against other staff in a timely and appropriate way. This means that the provider continues to fail to protect children. The provider does not ensure that managers and staff have induction training, or ongoing supervision and coaching, to help them understand their duties. She does not provide staff with opportunities for professional development. This means that staff have a poor understanding of their roles and responsibilities, and their practice is weak. The manager is developing procedures to reflect on practice. However, the provider fails to support her in taking sufficient steps to identify and address weaknesses. This means that children are not kept safe and do not benefit from good-quality learning experiences.

Quality of teaching, learning and assessment is inadequate

Staff's observations of children's learning and development are inaccurate. The provider does not monitor this effectively, which means staff fail to assess children's progress. Staff plan activities for children that do not match their individual next steps in learning. As a result, children are not engaged or motivated in their learning. Although staff are qualified, the overall quality of teaching and learning is poor. The learning environment is chaotic. As a result, staff do not spend time playing with children and teaching them skills. Staff have a limited understanding of what individual children know and can do. This is reflected in their poor interaction with children and in activities that are weak and short lived. Staff fail to complete the progress check for all children aged between two and three years to identify strengths and any areas where their progress is less than typical. Staff do not work in partnership with other settings that children attend or share information with them to support continuity in children's care and learning.

Personal development, behaviour and welfare are inadequate

Weaknesses in the provider's understanding of the safeguarding and welfare requirements mean that children's safety is not assured. Staff obtain information from parents about children's personal requirements and attend to children's basic needs. For example, they regularly change nappies and promote their independence during meals. However, staff fail to support children's well-being and emotional development. They are not positive role models and do not manage children's behaviour in a consistent and appropriate way. Children lack support to develop their social skills. This results in them demonstrating poor behaviour, which leads to regular incidents at the nursery. Risk assessments are not carried out robustly. The provider fails to ensure that the equipment, resources and play areas are suitable for children. Nevertheless, staff promote children's health. For example, children play outside each day, enjoy nutritious meals and readily help themselves to fresh drinking water.

Outcomes for children are inadequate

Weaknesses in assessment, planning and teaching have a significant negative impact on children's learning. This means children do not make the progress of which they are capable. Children do not enjoy good-quality learning experiences. They do not develop the key skills they need to be ready to start school.

Setting details

Unique reference number	EY415259
Local authority	Hertfordshire
Inspection number	10056908
Type of provision	Full day care
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	
Age range of children	0 - 4
Total number of places	62
Number of children on roll	56
Name of registered person	Shining Stars Day Nursery Limited
Registered person unique reference number	RP903609
Date of previous inspection	2 December 2015
Telephone number	07884182777

Sparkling Stars Montessori & Daycare registered in 2010. The nursery employs 14 members of staff, 10 of whom hold appropriate early years qualifications at level 2 and 3. Sessions are Monday to Friday from 7.30am to 6pm, all year round. 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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