

Inspection date	4 October 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		Good	2
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Good	2

Summary of key findings for parents

The provision is inadequate

- The leadership and management of this nursery is inadequate. There have been a number of breaches in legal requirements and leaders have failed in their duty to follow the correct referral procedures as set out by the Local Safeguarding Children's Board. The nursery's safeguarding policy is not fit for purpose and some staff have a poor knowledge of wider safeguarding issues and are not aware of the possible signs and indicators of abuse and neglect.
- The procedures for administering medication to children is poor. There are several inconsistencies in the recordings of when children receive medication and in some instances no recordings at all. This comprises children's good health.
- The rear fire exit to the nursery is obstructed. This poses a significant risk to children and staff in the event of an emergency evacuation.
- Self-evaluation is overgenerous and lacks the required rigour and focus to bring about change and improvement.
- The professional development of staff does not yet focus strongly enough on raising the quality of staff practice to an outstanding level.

It has the following strengths

- Good teaching, personalised learning experiences and robust monitoring of assessment, help all children to achieve and flourish. Staff are adept at supporting children's communication and language development and skilfully question them during their play, listening to them with genuine interest. All children are confident and competent communicators.
- Partnership working is good. Links with external professionals, parents, schools and the local authority are rooted in respect and trust. Parents receive regular newsletters and are kept well-informed of their children's developmental progress.
- Staff teach children well about differences and similarities beyond their own experiences. Children are active members of their community and enjoy visits to the park, library and local shopping centre.

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 the safeguarding policy is fit for purpose and that the correct referral procedures are followed as set out by the Local Safeguarding Children's Board	29/10/2018
ensure that staff have up-to-date knowledge of wider safeguarding issues and know the possible signs, symptoms and indicators of abuse and neglect	29/10/2018
ensure a written record is kept each time medication is administered to children	29/10/2018
ensure fire exits are always clear and free from obstruction.	29/10/2018

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

- enhance the self-evaluation process so it has accurate priorities for improvement, in order to raise standards across the nursery
- develop the current programme of continuous professional development to ensure all staff are provided with further opportunities to enhance and extend their knowledge and skills to an outstanding level.

Inspection activities

- Ofsted carried out this inspection as a result of a risk assessment, following information received about this provider.
- The inspector had a tour of the premises with the deputy manager. He observed the quality of teaching during activities indoors and outdoors, and assessed the impact this had on children's learning.
- The inspector spoke with the manager of the setting, the deputy manager, staff and the provider at appropriate times throughout the inspection. He carried out a joint observation of a focused activity and evaluated the quality of teaching with the manager.
- The inspector looked at relevant documentation, including records of children's learning and development, safeguarding procedures, risk assessments and a selection of policies. He spoke to a number of parents during the inspection and took account of their views.

Inspector
Luke Heaney

Inspection findings

Effectiveness of leadership and management is inadequate

Leaders have been too lax in their responsibilities of ensuring that the nursery is legally compliant. The arrangements for safeguarding are not effective and the nursery's safeguarding policy is not fit for purpose. The leadership team failed to follow the correct procedures as set out by the Local Safeguarding Children's Board for dealing with safeguarding concerns. Some staff demonstrate a poor knowledge of the possible signs, symptoms and indicators of abuse and neglect. Their understanding of wider safeguarding issues are weak. Leaders have failed to ensure that the rear fire exit is clear and free from obstruction. This significantly compromises the safety of all persons at the nursery in the event of an emergency evacuation. The nursery premises are clean and suitable. Staff are deployed well and supervise children effectively. Staff receive the relevant support and guidance during supervisory sessions and appraisal meetings. Training programmes positively impact on outcomes for children. For example, a course around outdoor learning has equipped staff with a greater understanding of how to effectively support children's speaking and listening skills during physical activity. Self-evaluation is overgenerous and lacks the required rigour to bring about change. Recruitment procedures are robust and staff are suitable to work with children.

Quality of teaching, learning and assessment is good

Observation, assessment and planning arrangements are good. Staff provide children with personalised educational programmes, which capture their interest and keep them motivated to learn. The support in place for children who speak English as an additional language and children who have special educational needs and/or disabilities is good. Robust intervention, liaison with external professionals and close links with parents ensures all children make good progress. Children thoroughly enjoy their time at this vibrant nursery and their laughter permeates throughout. Pre-school children sing nursery rhymes and dance with staff. They show good concentration skills while decoding words and can write for different purposes. Toddlers become fascinated while searching for bugs at the local park. Babies delight while exploring musical instruments and enjoy looking at textured books.

Personal development, behaviour and welfare are inadequate

Due to the number of weaknesses in leadership and management, children's welfare is not assured. Despite this, care practices are effective and children's physical well-being is well fostered. Children's behaviour is good and they show respect, love and care toward one another. Staff are first-aid trained and know how to respond to medical emergencies. They teach children about the importance of healthy living and provide them with wholesome foods.

Outcomes for children are good

Children are resilient, confident and motivated individuals. They demonstrate good perseverance skills, play harmoniously and have a strong sense of belonging. Children are good mathematicians and develop the necessary skills in readiness for their next steps in learning, including their eventual move on to school.

Setting details

Unique reference number	EY552482
Local authority	Trafford
Inspection number	10080644
Type of provision	Full day care
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	
Age range of children	0 - 12
Total number of places	30
Number of children on roll	55
Name of registered person	Fleximinder Preschool Limited
Registered person unique reference number	RP552481
Date of previous inspection	Not applicable
Telephone number	0161 864 3327

Fleximinder registered in 2017. The nursery employs 14 members of childcare staff. Of these 14 hold appropriate early years qualifications at level 2 or above, including two with qualified teacher status. The setting opens Monday to Friday, all year round. Sessions are from 7am until 6.30pm.

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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