

Madina Seeds Nursery

Unit 2, Mount Pleasant Business Centre, Jackson Street, Oldham OL4 1HU



Inspection date	7 January 2019
Previous inspection date	Not applicable

The quality and standards of the early years provision	This inspection: Previous inspection:	Inadequate	4
Effectiveness of leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Requires improvement	3
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Requires improvement	3

Summary of key findings for parents

This provision is inadequate

- The provider has failed to correctly complete enhanced suitability checks for every member of staff and those trainees who have regular contact with children.
- Accurate records of the required information about staff's Disclosure and Barring Service checks are not maintained.
- Policies do not reflect current Local Safeguarding Children Board procedures. The provider does not ensure that all staff have a sufficiently secure, up-to-date knowledge of all current child protection issues and reporting procedures. This compromises children's safety.
- On some occasions there are too few staff with childcare qualifications to meet the minimum level required by the statutory framework for the early years foundation stage.
- Staff do not consistently make precise and regular assessments of children's progress. This means they are unable to plan precisely, activities that suitably challenge and extend each child's learning. Children do not make the progress of which they are capable. Outdoor play is not yet suitably organised to promote the most purposeful learning while in this area.

It has the following strengths

- Children behave well. They demonstrate emotional security with the caring and friendly staff.
- The staff have organised the play environment indoors that captures children's interest and helps them experience play and learning that spans all seven areas of learning.
- Staff work effectively with other services and professionals to support children who have special educational needs and /or disabilities (SEND).

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
obtain enhanced criminal record checks for all staff and trainees and ensure that all persons who have regular access to children are suitable	14/01/2019
ensure that records relating to the Disclosure and Barring Service checks carried out about staff and trainees are accurate, meet legal requirements and include evidence of any additional checks undertaken, especially when accepting an existing Disclosure and Barring Service check that has been completed by another organisation	14/01/2019
ensure safeguarding policies and procedures are fully in line with Local Safeguarding Children Board procedures	21/01/2019
ensure that all staff understand the safeguarding policy and procedures and have up-to-date knowledge of safeguarding issues, with regard to reporting to Ofsted allegations of serious harm or abuse by any person looking after children, and any reasons to suspect neglect or abuse outside the setting	21/01/2019
ensure that there are sufficient levels of qualified staff to meet minimum requirements at all times	14/01/2019
ensure that staff make regular and precise assessments of each child's progress, to help them plan activities that suitably challenge and extend their learning.	28/01/2019

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

- build on the way the outdoor play area is organised to provide children with a wider choice of equipment and resources to help them extend their learning in different ways.

Inspection activities

- We carried out this inspection as a result of a risk assessment, following information we received about this provider.
- The inspector observed the quality of teaching during activities indoors and outdoors, and assessed the impact this has on children's learning.
- The inspector spoke with staff and children during the inspection and completed a joint observation with the nursery manager.
- The inspector held a meeting with the nursery manager and discussed the nursery's self-evaluation. He checked policies, staff's qualifications, records of accidents and evidence of the suitability of staff working in the nursery.
- The inspector spoke to a number of parents during the inspection and took account of their views.

Inspector
Frank Kelly

Inspection findings

Effectiveness of leadership and management is inadequate

Safeguarding is not effective. The management has accepted Disclosure and Barring Service checks completed by other providers for some staff and they are unable to demonstrate if other staff and trainees have been suitably vetted. The record and details about these checks are incomplete and they do not meet the legal requirements. This places children at risk and compromises their safety and well-being. Staff are trained in some aspects of child protection. They display some knowledge of the possible signs of abuse and what they need to do to report these. However, there are some gaps in the policies and staff's knowledge. These include the requirement to report allegations against a member of staff to Ofsted and how to identify children at risk from all aspects of harm. The provider makes certain that a member of staff who holds a paediatric first-aid qualification is always on duty and full records of accidents are shared with parents. The new manager holds a high-level qualification and the relevant experience for her role. There is a deputy manager who is qualified and capable to take responsibility for the nursery in the absence of the manager. The manager is working closely with the local authority to implement a programme of improvement. This includes developing the children's choices of things to play with and the updating of risk assessment procedures to improve safety. For instance, the reorganisation of the security of the premises and the creation of an enclosed outdoor play area. Fire safety equipment and detection systems are serviced regularly and there is an evacuation procedure in place. Children benefit from the high numbers of adults who care for them as they receive good care and attention. Some of the staff have high-level qualifications, however, there is not always sufficient qualified staff to meet the minimum qualification requirements. Several staff are working towards a qualification and the manager has begun to offer supervision, coaching and training to help develop staff's teaching skills.

Quality of teaching, learning and assessment requires improvement

Teaching is not yet good. Assessments of children's progress are not consistently completed or sufficiently precise to help staff plan a range of unique learning experiences for each child. Consequently, planning for children's learning is based more on group activities rather than supporting each child's next steps in their learning. This prevents children from making the best progress of which they are capable. Nevertheless, children enjoy a range of fun activities that provide them with a foundation to develop skills, such as physical and communication skills. For instance, toddlers enjoy making models with the play dough. They learn how to handle and use the modelling tools. Staff talk with them in their home language and English, to help them develop their speaking and thinking skills. Older children enjoy small group games where they learn to listen, take turns and solve problems. Staff use daily routines, such as getting ready to go outside, to help children practise counting.

Personal development, behaviour and welfare are inadequate

Weaknesses in leadership and management mean that children's safety is compromised. Parents are pleased with the interest staff take in their children. They feel the visits to their home and for the children to visit the nursery before they start, help their children to settle. Good information is shared about children's routines and care needs. Children

are secure and confident in the nursery. Staff work harmoniously with each other which creates a pleasant and relaxing place for children to be. Children are learning from these positive role models as they display good manners. Staff help children to learn about the similarities and differences between themselves and other people.

Outcomes for children require improvement

Children do not yet make sufficient progress. They do, however, show curiosity and an eagerness to explore and try things out. Children enjoy listening to stories and singing action songs. They are developing an awareness of keeping themselves safe as they line up to go outdoors and they willingly attempt to put on their coats. These are useful skills to help them prepare for their move on to school.

Setting details

Unique reference number	EY553326
Local authority	Oldham
Inspection number	10089162
Type of provision	Full day care
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	
Age range of children	2 - 4
Total number of places	60
Number of children on roll	45
Name of registered person	Madina Institute Trust
Registered person unique reference number	RP553325
Date of previous inspection	Not applicable
Telephone number	07877475664

Madina Seeds Nursery registered in 2017. The nursery employs nine members of childcare staff. Of these, three hold appropriate early years qualifications. This includes one member of staff who holds early years professional status and another who holds qualified teacher status. The nursery opens from Monday to Friday during term times only. Sessions are from 8.45am until 11.45am and 12.15pm until 3.15pm. The nursery provides funded early education for two-, three- and four-year-old children.

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