

The Milky Way Day Nursery Ltd

68 Corporation Road, Leicester, Leicestershire LE4 5PW



Inspection date

31 January 2019

Previous inspection date

25 September 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		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

- Staff, including those with lead responsibility for safeguarding, do not have a secure knowledge of child protection issues. Therefore, children's safety is compromised.
- The manager has not followed her safeguarding procedure for mobile phones. She has failed to notify Ofsted of an allegation about a member of staff.
- Risk assessments are poor. Staff do not ensure that the nursery environment is safe for children.
- The manager does not ensure that first-aid qualified staff are deployed effectively to be able to respond quickly in the event of any medical emergency.
- The monitoring of staff teaching practice is not effective. The quality of teaching is inconsistent. Children are not always engaged in activities that provide sufficient challenge or interest.
- The manager does not effectively monitor the overall quality of the provision.
- Staff do not organise mealtimes well enough. Children are left waiting for their food for long periods of time and staff miss opportunities to interact or talk with children.

It has the following strengths

- Children enjoy their play in the newly renovated garden area. They have daily fresh air and exercise which helps to support their healthy lifestyles.
- Staff make regular observations of children's learning. These are shared with parents electronically. Parents are able to see what activities their children have enjoyed each day.
- Staff work well with other professionals involved in children's care. This helps to support those with special educational needs/and or disabilities (SEND) to make good progress from their starting points.

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 that the manager and staff have an up-to-date knowledge of safeguarding issues and understand government guidance, including the 'Prevent' duty guidance for England and Wales 2015	28/02/2019
ensure safeguarding policies and procedures are implemented effectively at all times, with particular regard to the use of the nursery mobile phone in rooms with children and procedures for managing allegations against members of staff	28/02/2019
ensure risk assessments identify all aspects of the environment that need to be checked on a regular basis and take swift action to minimise risks and hazards to children	28/02/2019
implement effective procedures to ensure that staff holding current paediatric first-aid qualifications are deployed effectively to be able to respond quickly in the event of any accidents or medical emergencies	28/02/2019
ensure that the individual needs, interests and stage of development of each child are used to plan challenging and enjoyable experiences that result in children making good progress across all areas of their learning and development	29/03/2019
monitor staff practice more closely to improve teaching practice across the nursery and to achieve good learning outcomes for all children.	29/03/2019

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

- enhance methods for self-evaluation and identify any weaknesses promptly to ensure the requirements are met at all times
- review the organisation of mealtimes to ensure that children are not left waiting for their food for long periods of time.

Inspection activities

- The inspector observed the quality of teaching and assessed the impact on children's learning.
- The inspector completed two joint observations with the early years teacher.
- The inspector held a meeting with the manager and with the early years teacher. She looked at samples of children's records and viewed evidence of the suitability of staff.
- The inspector read and took account of written feedback left by parents.
- The inspector had a tour of the setting and the newly renovated outdoor area.

Inspector
Josie Mapes

Inspection findings

Effectiveness of leadership and management is inadequate

The arrangements for safeguarding are ineffective. Staff use the nursery mobile phone, which has a camera, to access the internet and social media sites in rooms where children are present. This compromises children's safety and conflicts with the nursery's policy and procedure regarding mobile phones. The manager shows a lack of understanding about how to recognise and manage any allegations against members of staff. She does not always follow her safeguarding policy correctly. Nevertheless, staff demonstrate an appropriate knowledge of who to contact if they have concerns about a child's welfare. There are currently three members of staff who hold a valid paediatric first-aid qualification. However, the manager has not considered how she will effectively deploy these staff members over the multiple floors of the building and garden, to ensure that someone is available quickly in an emergency. As a result, it is possible that untrained staff may administer first-aid treatment to children. The manager has begun to reflect on the provision and has a number of action plans in place. These plans have not yet been effective in ensuring the nursery meets requirements. Although the early years teacher monitors the quality of teaching through a cycle of regular observation and supervision, teaching is not yet good. She does not always recognise when teaching is poor or give constructive feedback to help staff improve their skills.

Quality of teaching, learning and assessment requires improvement

Although staff are well qualified, the quality of teaching is inconsistent and planned activities do not engage children as well as they could. Staff complete regular observations and assessments of children. These are accurate and help staff to identify clear next steps in learning for each child. However, sometimes the activities planned using these next steps are not delivered as effectively as possible. For example, older children take part in an activity designed to develop pencil control. Staff provide laminated worksheets for them to draw on. However, the lines and patterns are too small and children struggle to follow them with their pencils effectively. Staff do not model how to hold the pencils correctly so that children can copy or learn from them. Although staff are loving and caring towards babies, the resources and activities they offer children are somewhat limited. Children sometimes become bored and jump up and down on cushions. Staff share information about children's development with parents regularly. They make referrals in good time to ensure children with additional needs receive appropriate support from external professionals. As a result, the gaps in their learning are beginning to close.

Personal development, behaviour and welfare are inadequate

The weaknesses in the leadership and management of the nursery compromise children's safety and welfare. Staff do not recognise when there are clear risks to children's safety. For example, during the inspection, plastic bags were found stored directly underneath cots where children sleep. These were within easy reach of children and posed a suffocation risk. Once these were pointed out, staff immediately removed them. Later on, staff provide a sensory activity using dry pasta. They do not recognise that this will be a risk to babies wanting to explore the pasta with their mouths. As a result, they have to keep moving children away from this activity. Staff have recently

reviewed the arrangements for serving older children food at lunchtime. Children serve themselves to a healthy meal of their choice. However, this new arrangement leaves children waiting for long periods of time to collect their food without purposeful interaction from staff. Children are happy and settled at the nursery. They develop good bonds with their key person and separate happily from parents and carers each day.

Outcomes for children require improvement

Overall, children make some suitable progress from their starting points in learning. They steadily develop some of the skills necessary for their move on to school. However, weaknesses in teaching mean that children do not always make the progress that they are capable of. For example, staff working with babies do not always use age-appropriate strategies to support their speech. As a result, their communication skills do not develop as quickly as they could. Older children behave well. They are learning to share and take turns with resources. Children demonstrate their developing independence skills. Additional funding has been used to renovate the outdoor area. Children in receipt of this funding enjoy developing their physical skills in the newly resourced environment.

Setting details

Unique reference number	EY290558
Local authority	Leicester
Inspection number	10071637
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	Full day care
Age range of children	0 - 4
Total number of places	28
Number of children on roll	61
Name of registered person	Milky Way Day Nursery Limited
Registered person unique reference number	RP524778
Date of previous inspection	25 September 2015
Telephone number	0116 2243584

The Milky Way Day Nursery Ltd registered in 2004. The nursery employs 12 members of childcare staff. Of these, five hold appropriate early years qualifications at level 3, one at level 4 and one holds early years teacher status. The nursery opens from Monday to Friday for 52 weeks of the year. Sessions are from 7.45am until 5.45pm. Children may attend on a sessional or full-time basis. 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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