

Little Lodge Nursery School

Swinesherd, Spetchley, Worcester, Worcs WR5 1RU



Inspection date	31 January 2019
Previous inspection date	2 July 2015

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Outstanding	1
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

This provision is inadequate

- The leadership and management of the nursery is weak. They have failed to identify weaknesses in practice and there are breaches in the legal requirements.
- Leaders do not promote a culture of safety. They have failed to ensure all staff working with children are vetted and suitable for their role. This puts children's safety and welfare at risk.
- Risk assessments are not robust enough to ensure children are kept safe. On occasions, staff do not adequately supervise babies and young children to ensure they are protected from harm.
- Staff do not have a secure understanding of the 'Prevent' duty, and therefore are not fully aware of the signs that may suggest children and their families are at risk from extreme views and ideas.
- Leaders do not provide staff with adequate induction training, for example emergency evacuation procedures. Ongoing support and coaching is not good enough to help them fulfil their roles and responsibilities.
- The key-person system is ineffective. Children do not have the benefit of consistent support to ensure their individual needs are met.
- Observation and assessment are ineffective. Planning of activities to match the interest and needs of the children is not focused and purposeful. These weaknesses hinder children's progress.
- Behaviour management is poor. Staff do not have the necessary skills or knowledge to effectively support children's behaviour.
- Hygiene routines and practice are weak.

It has the following strengths

- Access to the premises is stringently monitored.

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 all staff are suitably vetted and hold the relevant Disqualification and Barring Service checks	01/03/2019
improve risk assessments to ensure children are kept safe	01/03/2019
improve the procedure for staff inductions, which will help staff understand their roles and responsibilities	01/03/2019
ensure effective emergency evacuation procedures are implemented and understood by all staff	01/03/2019
make sure children are adequately supervised at all times to ensure their safety	01/03/2019
develop staff's knowledge of the 'Prevent' duty guidance, to protect children who may be at risk of extremist ideas and behaviour	01/03/2019
implement an effective key person system for all children, to support their emotional well-being and meet their individual needs	01/03/2019
ensure the strategies used for managing children's behaviour are effective and shared with parents	01/03/2019
ensure regular staff supervisions provide the necessary support and training, to help raise the quality of teaching to at least a good level	01/03/2019
implement appropriate hygiene routines in relation to the cleanliness of toys and ensuring all children wash their hands before meals.	01/03/2019

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

	Due date
ensure children's observations and assessments are accurate	01/03/2019
plan challenging activities in children's learning by supporting staff in understanding children's levels of achievement and their interests.	01/03/2019

Inspection activities

- This inspection was carried out as a result of a concern being raised about the provider.
- The inspector viewed all areas of the nursery used for childcare.
- The inspector looked at a range of documentation available, including suitability of staff working at the nursery and discussed the process for self-evaluation.
- The inspector spoke to staff and observed their interactions with children throughout the inspection.
- The inspector spoke to parents and children and took account of their views.
- The inspector held a meeting with the provider and deputy manager.
- The inspector carried out a joint observation with the provider.

Inspector

Tina Smith

Inspection findings

Effectiveness of leadership and management is inadequate

There has been significant decline in the quality of the provision since the last inspection. Safeguarding is not effective. The provider has failed to ensure all staff are suitably vetted and hold the relevant Disqualification and Barring Service checks. Leaders and staff do not have sufficient regard for the safety and well-being of children. They fail to identify potential hazards. Young children play out of sight, climbing on tables and in and out of cots. Babies play with small toys and shredded newspaper, which present a potential choking hazard. Leaders fail to give staff effective induction. In the event of an emergency, for example a fire, staff and children do not know the procedures for evacuation. They have not received training or practised fire drills. Although leaders share some policies with staff, they do not make certain they are fully understood and implemented into practice. Furthermore, they do not cover all aspects of safeguarding legislation with staff to ensure children are fully protected. Nevertheless, staff are aware of the indicators of abuse and neglect and the reporting procedures. Self-evaluation is weak. Although leaders have identified some areas for development, such as using the conservatory as a classroom, they do not identify weaknesses in staff practice or offer specific training and mentoring. This means the quality of teaching and children's learning are poor.

Quality of teaching, learning and assessment is inadequate

Teaching is weak. Although some observations and assessments of children's learning are in place, these are not always accurate or used well enough to support children's learning and development. Staff working with younger children do not have a good enough understanding about what children already know and what they need to learn next. They do not plan play activities precisely enough to promote their learning, and children do not make good progress. Young children and babies show little interest in adult-led activities and struggle to make their own play choices. This results in young children throwing toys and climbing on furniture. At times, when young children engage in activities, staff fail to interact with them or support them to join in. As a result, they wander aimlessly around the room and interrupt their peers' play. However, staff working with pre-school children use a range of questioning techniques which encourage children to think and problem solve.

Personal development, behaviour and welfare are inadequate

Weaknesses in safeguarding practice means children's safety and welfare are not promoted. Not all staff are vigilant enough to ensure that children are kept safe and their health and welfare are promoted. Staff do not clean toys after babies and young children place them in their mouths. The youngest children are not allocated a key person when they first begin to attend. This means staff do not get to know children well enough or form secure relationships with them. As a result, children's individual needs are not met and their emotional well-being is not supported effectively. That said, staff gather some information from parents to help support children's routines and care needs, for example sleep times. Parents advise that their children are very happy and settled. They speak highly of the provider and the staff. The nursery uses an outside caterer and children are provided with well-balanced meals and snacks. Some children learn how to keep

themselves safe and healthy through appropriate hygiene routines. However, babies are not given the same opportunity as staff do not support them to wash their hands before meals. Leaders recently introduced a policy and procedure to help staff deal with challenging behaviour such as biting. Although staff are aware of the procedures to follow, they do not put them into action. Staff do not consider the triggers which may cause children to bite or implement measures to stop this type of behaviour and keep children safe.

Outcomes for children are inadequate

Children do not make good enough progress and are not sufficiently prepared for the next stage of learning and their eventual move to school. Staff do not provide children with appropriate activities to meet their individual learning needs. That said, children are gaining some of the key skills to support their future learning. Pre-school children talk about their drawing and are beginning to recognise some numbers. Babies and young children join in with action songs.

Setting details

Unique reference number	205126
Local authority	Worcestershire
Inspection number	10093346
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	1 - 4
Total number of places	34
Number of children on roll	54
Name of registered person	Jones, Jane Margaret
Registered person unique reference number	RP514158
Date of previous inspection	2 July 2015
Telephone number	01905 345400

Little Lodge Nursery registered in 1989. The nursery employs nine members of childcare staff. Of these, seven hold appropriate early years qualifications to at least level 3. The deputy manager and one member of staff have Early Years Professional status. The nursery opens from Monday to Friday for 48 weeks of the year. 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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