

Jitterbugz Day Nursery

185 Liverpool Road, Cadishead, MANCHESTER M44 5XH



Inspection date	5 March 2019
Previous inspection date	26 August 2016

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

- Safeguarding requirements are not met, which compromises children's safety and well-being. Leaders and managers have not implemented their safer recruitment procedures. They have not ensured that sufficient staff are qualified, and those who are qualified are not deployed effectively. For example, qualified staff are based in the baby room, which means unqualified staff care for older children for most of the day.
- The local authority has provided intensive support to the nursery, which has had a positive impact on the quality of practice. For example, the local authority has delivered training to staff on child protection and caring for babies. However, leaders and managers have not addressed weaknesses, for example the breaches in the qualification requirements, previously identified by the local authority. As a result, leadership and management are inadequate.
- The quality of teaching and learning is not monitored effectively by managers. For example, managers do not consistently check the purpose of activities and learning experiences offered for children. As a result, not all staff use their time well enough, which leads to some disruptions in children's learning.
- The systems for checking children's progress are not developed. The manager has attended training on cohort tracking and a newly introduced system is in place. However, this system does not show how well children, including different groups of children, are progressing and whether there are any gaps in learning.

It has the following strengths

- Staff have developed strong partnerships with parents and other professionals. They work with parents to help children settle into the nursery. They also seek guidance from health professionals, so they are able to meet children's individual care needs.
- The key-person system is effective in meeting children's individual care needs. Staff are kind and nurturing in their approach. As a result, all children, including babies, greet their key person with a smile and a hug. They are extremely happy and settled.

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 leadership and management adhere to their safer recruitment procedures and that appropriate checks and records are in place for all staff who work in the nursery	22/03/2019
ensure leadership and management understand and implement the qualification requirements by ensuring that at least half of all staff hold at least a full and relevant qualification at level 2	22/03/2019
organise staffing arrangements to meet the needs of all children by ensuring at least one member of staff with a full and relevant qualification at level 3 is working in each room when children are present	22/03/2019
ensure the quality of teaching and learning is consistently good or better	22/03/2019
strengthen the way managers use the assessment systems to identify the progress made by different groups of children.	22/03/2019

Inspection activities

- This inspection was carried out following our risk assessment process.
- The inspector assessed the quality of teaching in all age groups and the impact this has on children's learning.
- The inspector reviewed a range of documentation, including the nursery's action plan and visit notes from the local authority.
- The inspector carried out a joint observation with the manager.
- The inspector checked evidence of the suitability and qualifications of staff working with children.
- The inspector held discussions with managers and staff at appropriate times during the inspection.

Inspector
Tricia Graham

Inspection findings

Effectiveness of leadership and management is inadequate

Safeguarding is not effective. Leaders and managers are aware of weaknesses relating to qualified staff, but they underestimate the importance of meeting this safeguarding requirement. For example, they have recently recruited two unqualified staff, which has exacerbated this weakness. Furthermore, the leadership and management team has not implemented its safer recruitment procedures. As a result, rigorous checks have not been completed on new staff, which means their suitability cannot be verified. Nonetheless, all staff hold a required Disclosure and Barring Service check. Staff have also undertaken child protection training and are aware of their duty to safeguard children. For example, staff implement effective procedures when they use the nursery camera and they ensure babies' privacy during nappy changing times.

Quality of teaching, learning and assessment requires improvement

The quality of teaching and learning is not consistently good. This weakness is largely due to gaps in planning and some staff not being clear about what they want children to achieve. For example, there are occasions when older children are not sufficiently engaged, which leads to minor disruptions. Children run between rooms and use role-play resources as climbing apparatus. This does not provide a positive context for learning. However, there is a sharp focus on supporting children's communication and language skills. As a result, children are confident communicators and they are keen to express their views. Older children discuss that bees take nectar from flowers, and babies babble tunefully when talked to by a familiar adult. The nursery's assessments show that boys are developing good physical skills, which is accurate. However, these assessments are not rigorous and do not take into account the progress of other groups of children.

Personal development, behaviour and welfare are inadequate

Children's welfare is not assured because leaders and managers have failed to ensure that all requirements for safeguarding and welfare are met. On occasions, children are restless and inattentive. For example, during singing sessions some children are not engaged and wander off to play with different activities. Some staff work hard to help children understand acceptable behaviour. For example, staff encourage children to take care of living things, such as flies, and explain why it is wrong to hit them with a wooden spoon. Staff caring for babies have created a nurturing environment. The babies are settled and benefit from lots of sensory play such as cornflour and tactile resources.

Outcomes for children require improvement

Outcomes for children are not good enough due to weaknesses in teaching and learning. Despite this, children gain some skills they need in readiness for school. For example, children learn about different types of animals. They benefit from first-hand experiences of touching and holding reptiles such as lizards and geckos. Staff also use children's interest in animals to promote their mathematical skills. Children sort the toy farm animals into categories and make comparisons between quantities as they compare the number of cows and sheep.

Setting details

Unique reference number	EY403547
Local authority	Salford
Inspection number	10098173
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register
Day care type	Full day care
Age range of children	0 - 3
Total number of places	27
Number of children on roll	35
Name of registered person	PDC Nurseries Ltd
Registered person unique reference number	RP529444
Date of previous inspection	26 August 2016
Telephone number	0161 7751776

Jitterbugz Day Nursery registered in 2010. The nursery employs nine members of childcare staff. Of these, one holds an appropriate early years qualification at level 5, two hold qualifications at level 3 and one holds a qualification at level 2. The nursery opens from Monday to Friday all year round, except for one week at Christmas. Sessions are from 7.30am until 6pm. The nursery provides funded early education for two- and three-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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