

Little Daisies

Kings Court, King Street, Stourbridge DY8 3QB



Inspection date	7 February 2019
Previous inspection date	8 August 2016

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

- Leaders do not make sure, when they employ staff from an agency on a temporary basis, that these staff have a thorough enough knowledge of safeguarding policies and procedures to ensure children's wellbeing. They also fail to maintain an accurate record of children's hours of attendance.
- Staff deployment is ineffective. The provider does not deploy staff effectively to meet the needs of all children. This hinders their progress, especially for the babies.
- Leaders fail to provide children who have special educational needs and/or disabilities (SEND) with the same opportunities that their peers have. Staff do not meet their learning needs well. This has a negative impact on the progress that children make and how well they are prepared when starting school.
- Leaders do not ensure that, when temporary agency staff are employed, they receive effective support, coaching and training to foster continuous improvement and excellent support for children.
- The key-person system is ineffective. Staff fail to meet the individual needs of all children and do not keep all parents informed of their child's learning. Staff do not consistently plan enough activities that target the individual needs and interests of babies or children who have SEND.
- Self-evaluation is ineffective. The provider does not ensure all requirements are met.

It has the following strengths

- Staff provide children with a range of enjoyable opportunities that support their literacy skills and mathematical understanding.

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
improve staff knowledge of safeguarding policies and procedures	21/02/2019
maintain an accurate daily record of each child's hours of attendance	21/02/2019
improve staffing arrangements to deploy staff effectively and meet the development needs of all children	14/03/2019
ensure that effective arrangements are in place to support children with SEND so that every child is included and supported effectively	14/03/2019
implement effective arrangements for the supervision of all staff to identify and act upon areas of practice that need improvement: ensure that all children receive good quality learning experiences	21/02/2019
ensure that each child benefits from a consistent key person to provide them with a settled and secure relationship: plan effectively for each child's learning, and liaise successfully with all parents.	21/02/2019

Inspection activities

- The inspector observed teaching practices and the impact these have on children's learning.
- The inspector held discussions with the leaders, staff, children and parents.
- The inspector read some of the setting's documentation, including the safeguarding policy and procedures.
- The inspector sampled children's development information and records.
- The inspector carried out joint observations with the manager.
- We carried out this inspection as a result of a risk assessment, following information we received about this provider.

Inspector

Anne Clift

Inspection findings

Effectiveness of leadership and management is inadequate

Leaders do not meet all welfare requirements. Safeguarding is ineffective. Not all staff have a secure understanding of the possible signs that a child is at risk of harm and the correct procedures to follow if they have concerns about a child's welfare. This compromises children's safety. Leaders review any complaints made effectively and take suitable action. They do ensure that staff maintain all necessary records relating to children. They do not keep an accurate record of the times of children's attendance. This means it is unclear which children are present at any given time. Although leaders deliver some staff training, they do not provide effective support so that all staff are clear about their roles and responsibilities. They fail to ensure that all staff, including long-term agency staff have all the necessary skills to support children's learning and development well. This significantly compromises children's care and learning. A large turnover of staff, recruitment difficulties and poor staff deployment means that staff frequently move to different rooms, and do not work directly with their key children. This means that children do not benefit from a consistent key person who knows them well enough to support their learning needs. Although staff have regular discussions with parents about children's needs, they do not keep all parents informed about their child's learning and progress. Leaders fail to ensure that staff act on the advice from professionals involved in children's care to provide all the necessary support for children who have SEND. This significantly hinders the progress that children make and how well they are prepared for school. Self-evaluation is weak and has not identified breaches in requirements. As a result, the quality of the provision has declined.

Quality of teaching, learning and assessment is inadequate

Although staff monitor the progress that children make, staff working with babies do not use this information well. Weaknesses in staffing arrangements and the key-person system means that staff do not plan effectively for the babies' individual learning needs. This has a negative impact on babies' learning experiences. Staff working with older children make better use of assessment to plan for children's development and plan a range of activities that children enjoy. However, due to inadequate staffing arrangements, leaders decide that some pre-school children cannot be in the same room as their peers and remain with younger children. This means that they do not have the same opportunities as other children and staff fail to meet their learning needs. Children enjoy exploring materials outdoors. They sprinkle flour on the ground, pretend it is snow and explore the effects made as they mix it with water.

Personal development, behaviour and welfare are inadequate

The weaknesses in leadership and management mean that children's safety and welfare are not assured. Children's emotional security is not supported because of the frequent changes to their key persons, particularly for babies. Children gain appropriate levels of independence and learn to manage their personal needs. They enjoy the nutritiously balanced meals and snacks, and have varied opportunities to be physically active.

Outcomes for children are inadequate

Inadequate staffing arrangements impact negatively on the progress that children make,

especially for babies and children who have SEND. Not all children are prepared for the next steps in their learning and starting school. However, children enjoy opportunities to use their imaginations, such as recreating familiar experiences. Children pretend to be hairdressers and prepare meals in the role-play areas.

Setting details

Unique reference number	EY488978
Local authority	Dudley
Inspection number	10093710
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	52
Number of children on roll	60
Name of registered person	Little Daisies (Woolaston) Limited
Registered person unique reference number	RP908191
Date of previous inspection	8 August 2016
Telephone number	01384 442854

Little Daisies registered in 2015. The nursery employs 12 members of childcare staff. Of these, eight are qualified at level 3 and six are qualified at level 2. The nursery occasionally employs agency staff qualified at level 3. The nursery opens from Monday to Friday for 51 weeks of the year. Sessions are from 7.30am to 6pm. The nursery receives funded early education for three- and four-year-old children.

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