

Post House Nursery Ltd

Post House Nursery, 15 High Street, Brimington, Chesterfield, Derbyshire
S43 1DE



Inspection date	11 April 2019
Previous inspection date	7 March 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		Inadequate	4
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Inadequate	4

Summary of key findings for parents

This provision is inadequate

- Children's hours of attendance are not accurately recorded. This was raised as a previous action and has not been met.
- Risk assessments are ineffective. Not all aspects of the environment are made safe for children.
- The key-person system is not effective to support children's personal care and learning.
- Staff do not consistently inform parents of their child's next steps in learning to help them continue their children's learning at home.
- Leaders do not provide sufficient supervision, training and support to help staff improve the quality of their teaching to benefit children's learning.
- Systems for monitoring, observation and assessment are not effective. The manager does not ensure that staff plan challenging activities to meet children's individual learning needs. Children do not make the best possible progress and are not prepared well enough for their future education.
- Observation and assessment systems are not used effectively to accurately monitor children's development. Staff do not plan purposeful play activities that interest and challenge children, promoting good progress towards their next steps in learning. This hinders the learning and progress children make.
- The quality of teaching is variable and does not help children to make good or better progress. Staff do not consistently guide children's learning or ensure that their teaching is appropriate for children's stage of development.

It has the following strengths

- Children's independence and self-help skills are promoted well. Children are happy at the setting and explore their environment freely, demonstrating good levels of confidence.

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 an accurate daily record of children's hours of attendance is kept	10/05/2019
ensure that risk assessments are regularly and thoroughly conducted, taking all necessary measures to minimise or remove any potential hazards to children in the setting	10/05/2019
implement an effective key-person system, to ensure that every child's personal care and learning are tailored to their individual needs	10/05/2019
provide regular supervision, training and coaching to all staff to help improve their skills and teaching and to improve the accuracy of their assessments and quality of planning, to meet children's learning and care needs	10/05/2019
work in partnership with parents to ensure they know what their child will be learning next, to support continuity of learning between the child's home and the nursery.	10/05/2019

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

	Due date
ensure that staff observe and assess children's learning accurately, to consistently identify where children are in their development and precisely plan purposeful play for each child in response to their individual needs and stage of development	10/05/2019
improve teaching to guide children's learning consistently according to their individual stage of development and help them to make the best possible progress in their development.	10/05/2019

Inspection activities

- The inspector observed the quality of teaching during activities and assessed the impact this has on children's learning.
- The inspector spoke with staff and children during the inspection.
- The inspector completed a joint observation with the nursery manager.
- The inspector held a meeting with the nursery manager and owner. She looked at relevant documentation 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

Lianne McElvaney

Inspection findings

Effectiveness of leadership and management is inadequate

Arrangements for safeguarding are not effective. On the day of the inspection the daily registers were incorrectly completed. Registers do not include children's hours of attendance, which compromises children's safety and well-being. The nominated individual, manager and staff do not ensure that risks are thoroughly assessed and potential hazards are minimised or removed. For example, loose stone work and trip hazards are not removed and children can access the kitchen through a curtain. Furthermore, staff contradict each other when providing children with reminders about safety. This means children are not effectively safeguarded at all times. The manager does not complete supervision meetings with staff. Therefore, weaknesses in the quality of teaching and learning have not been addressed. Furthermore, staff have not used training to improve their skills. However, staff have a good understanding of who to report any safeguarding concerns to and they are aware of the signs and symptoms of abuse. In addition, there is a robust recruitment procedure in place. The new manager has an accurate view of the areas for improvement. However, she has not been in post long enough as yet to have an impact on practice. The nominated individual understands his responsibility to notify Ofsted of any changes. There are appropriate systems to check on the suitability of staff.

Quality of teaching, learning and assessment is inadequate

Although staff are experienced and qualified, their assessments of children's learning are not accurate. The next steps identified for children are not well matched to their abilities or used to plan suitably challenging activities. Staff interactions with children are ineffective. They do not consistently provide appropriate support for learning and miss spontaneous opportunities to teach children. They do not thoroughly establish what they want children to learn from an activity or consistently engage children in play. During some activities, children become quickly disengaged. They do not listen, they lose interest and wander off to other parts of the room. As key persons make inaccurate assessments of children's development, they do not have the correct information to establish what children need to learn next. Therefore, they are not able to plan appropriate activities to meet their own key children's needs. For example, during planned activities staff are not able to correctly identify their own key child's next steps in learning. Staff do not consistently gather evidence of children's starting points from parents. Furthermore, they do not robustly share information with parents to enable them to support children's learning at home. That said, children have access to a suitable range of resources and equipment. They play happily alongside each other in the outside area, taking turns to use the slide.

Personal development, behaviour and welfare are inadequate

Staff fail to maintain accurate records of children's attendance. This potentially places children at risk in emergency situations. Routines do not always support all children's self-motivation and well-being. Weaknesses in teaching result in staff interactions with children lacking purpose. As a result, children and babies are not always engaged and some become distracted. Older children become bored because activities are not engaging enough. They talk to the inspector and manager as staff are not responding to

them. Staff focus on supervising children. As a result, babies' and children's personal, social and emotional development are not fully supported. However, staff remind children to engage in good hygiene routines, such as washing their hands before eating meals and snacks. Children's independence is supported as they select their own chosen play activities.

Outcomes for children are inadequate

Due to weaknesses in assessment, planning and teaching, children do not make sufficient progress. Children are not supported to achieve the expectations for their age range. The quality of teaching and key-person system does not provide children with a firm foundation for future learning. Outcomes are inadequate because the manager has not analysed the progress made by different groups of children. Furthermore, as assessments are inaccurate she is not aware of children who may be at risk of not achieving well.

Setting details

Unique reference number	206254
Local authority	Derbyshire
Inspection number	10072524
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	34
Number of children on roll	57
Name of registered person	Post House Nursery Limited
Registered person unique reference number	RP535293
Date of previous inspection	7 March 2016
Telephone number	01246 559990

Post House Nursery Ltd registered in 1998. The nursery employs 11 members of childcare staff. Of these, one holds an appropriate early years qualifications at level 7, eight at level 3 and one at level 2. The nursery opens from Monday to Friday all year round, closing for one week at Christmas. Sessions are from 8am 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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