

# Little Stars Nursery

Coleford House, Boxbush Road, Coleford, Gloucestershire GL16 8DN



<b>Inspection date</b>	22 May 2019
Previous inspection date	Not applicable

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b> Previous inspection:	<b>Inadequate</b> Not applicable	<b>4</b>
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 manager does not ensure that all staff have an effective induction of the safeguarding procedures. She does not ensure that staff are aware of the procedures they should follow, including what they should do if they have concerns about children's welfare or a member of staff's conduct.
- The manager does not follow the correct procedures to record and report concerns raised about staff's conduct.
- Staff do not always recognise preventable risks at mealtimes and, as a result, children's safety is compromised.
- The manager does not monitor the quality of teaching, provide effective support or ensure professional development opportunities link with weaknesses in staff's practice. Staff's interactions with children are minimal and do not inspire children to learn. Staff fail to recognise how to offer children appropriate challenge in their learning.
- Staff do not ensure that assessments are accurate and precise. Assessments of the older children are not individualised to reflect the children's true capabilities. Staff working with the younger children struggle to identify what children need to learn next. Planning is not targeted to meet children's individual needs. Consequently, children do not make enough progress.
- Staff do not organise the routines well. Children spend long periods waiting for staff to organise the session.

### It has the following strengths

- Children benefit from regular opportunities to play in the fresh air and exercise.

## 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
improve induction processes to ensure all staff understand the procedures to follow if they have concerns about a child's welfare or the conduct of a member of staff	06/06/2019
ensure appropriate action is taken to record and report concerns raised about staff's conduct	06/06/2019
improve staff's knowledge of risk and how to keep children safe, with particular regard to mealtimes.	06/06/2019

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

	Due date
provide staff with effective supervision, support and coaching to raise the quality of their interactions with children	06/06/2019
improve the procedures for observation, assessment and monitoring of children's learning, to identify gaps and target teaching effectively	06/06/2019
improve the planning and organisation of the day to maximise learning opportunities and prevent children from spending too much time waiting for staff.	06/06/2019

## Inspection activities

- The inspector observed the quality of teaching, and the interactions between the staff and children.
- The inspector looked at written documents, including staff files, policies, procedures and risk assessments.
- The inspector held a leadership and management meeting with the manager, and spoke to the staff and children at appropriate times during the inspection.
- The inspector took into account the views of the parents spoken to on the day of the inspection.
- The inspector carried out a joint observation with the manager.

### Inspector

Victoria Nicolson

## Inspection findings

### Effectiveness of leadership and management is inadequate

Inductions are not effective. The manager does not ensure that new staff have a suitable understanding of safeguarding procedures. Staff do not know how to refer concerns about a child's welfare to the relevant authorities or who to report to if they have concerns about the conduct of a member of staff. The manager, who is also the safeguarding lead, does not follow the appropriate procedures to record and report concerns about staff's conduct. Safeguarding is not effective. Staff do not recognise and minimise all risks at mealtimes. For example, children are served steaming hot food and staff do not recognise their responsibility to monitor children's packed lunches for choking hazards. The manager does not monitor staff's practice, to identify weaknesses and offer the support needed to improve interactions with children. Staff are encouraged to take part in training. However, this is not targeted well and has not had a positive impact on the quality of the provision. The manager has failed to identify the breaches to the requirements. Self-evaluation is not effective.

### Quality of teaching, learning and assessment is inadequate

Staff spend too much time talking among themselves and do not interact well with children. The minimal interactions do not motivate children to learn. For instance, as children play, staff ask what they are doing and respond with 'that's nice', not recognising how to extend and support learning. When children show interest in play with adults, the adults are too busy and walk away. The procedures for monitoring and assessing children's progress are not effective. Staff working with the older children use the same observations and next steps for all children, not recognising their individual learning needs. As a result, staff are not able to plan appropriately challenging activities or identify those children who need extra support with their learning. Staff ask parents for information about their child's care needs, but do not give any advice about how they can support their child's learning at home.

### Personal development, behaviour and welfare are inadequate

Weaknesses in safeguarding practice and risk assessment mean that children's welfare is at risk. Staff do not plan well enough, so children spend long periods waiting. For example, mealtimes take a long time and children are made to remain in their seats until they have all finished. Children lose interest and become agitated as staff fail to interact with them at these times. Generally, children behave well. They listen and follow staff's instructions. Staff supervise and monitor children appropriately as they sleep. Children feel secure in staff's company. For example, babies are content as they sit on staff's knees and older children confidently tell staff what they are doing.

### Outcomes for children are inadequate

Weaknesses in the quality of teaching mean that children do not make the progress of which they are capable. Staff do not know what children need to learn and so fail to motivate and challenge them. Children do not learn the skills needed for later learning, including school. For example, activities lack suitable challenge to interest and engage children, and children receive inconsistent support to develop their thinking and speaking skills. Babies have plenty of space to explore, pull themselves up and learn to walk.

## Setting details

<b>Unique reference number</b>	2496951
<b>Local authority</b>	Gloucestershire
<b>Inspection number</b>	10106999
<b>Type of provision</b>	Childcare on non-domestic premises
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Day care type</b>	Full day care
<b>Age range of children</b>	0 - 4
<b>Total number of places</b>	70
<b>Number of children on roll</b>	65
<b>Name of registered person</b>	Brackston, Sara Elisabeth
<b>Registered person unique reference number</b>	RP514995
<b>Date of previous inspection</b>	Not applicable
<b>Telephone number</b>	01594810402

Little Stars Nursery registered in 2018 and is situated in Coleford, Gloucestershire. The nursery is open Monday to Friday from 7.30am until 6pm, all year round. The nursery is in receipt of funding for the education of two-, three- and four-year-olds. There are currently 11 members of staff working directly with the children, all of whom hold qualifications at level 2 and above.

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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