

Leap And Learn - Northstowe



C/o Pathfinder Primary School, Longstanton CB24 3DS

Inspection date	4 June 2019
Previous inspection date	Not applicable

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Not applicable	
Effectiveness of leadership and management		Requires improvement	3
Quality of teaching, learning and assessment		Requires improvement	3
Personal development, behaviour and welfare		Requires improvement	3
Outcomes for children		Requires improvement	3

Summary of key findings for parents

This is a provision that requires improvement

- The quality of teaching lacks consistency. Not all staff have the skills they need to engage successfully with children to challenge them and extend their learning. While managers are implementing systems to raise the quality of teaching, they are not embedded well enough to have significant impact.
- Staff deployment is, at times, not effective enough. Staff do not always position themselves within rooms or outdoors so they can be fully aware of children's activities and swiftly respond to any who need help.
- Managers' evaluation of the provision is not fully effective to help them to raise the quality of the provision to a higher level.

It has the following strengths

- Children and staff develop warm relationships. Younger children in particular settle well at nursery and benefit from kind interactions with the staff who care for them.
- Older children have good opportunities to prepare for their move into school. They meet their new teachers and join in with school activities.
- Staff find out about children's individual interests and use these in planning activities. For example, the dinosaur garden attracts attention and helps to inspire children to use their imaginations.
- Managers work effectively with other agencies to support children who need extra help. Children's overall progress is monitored appropriately to identify those at risk of delay.

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 systems to provide support, coaching and training for staff to help to raise the quality of teaching to a higher level	28/06/2019
ensure deployment of staff is effective to meet the needs of children and keep them safe.	28/06/2019

To further improve the quality of the early years provision the provider should:

- enhance self-evaluation processes to help to promptly identify weaknesses in the provision and plan for ongoing improvements.

Inspection activities

- The inspector observed children and staff during the inspection. She evaluated the quality of teaching and the impact this has on children's learning.
- The inspector carried out two joint observations with the owner. She spoke with children and staff at convenient times.
- The inspector considered the views of parents through discussion and the results of parents' surveys.
- The inspector had meetings with the owner and the acting manager to look at essential documents and discuss management processes. She checked staff qualifications and looked at suitability checks.

Inspector

Veronica Sharpe

Inspection findings

Effectiveness of leadership and management requires improvement

Due to the nursery's swift expansion, there have been changes in leadership posts and an increase in staff numbers. This has led to some variations in staff skills and team working is not fully embedded. The acting manager is in the process of implementing ways to monitor the quality of teaching and model good practice to new, less-experienced staff. Additionally, training has been identified for unqualified staff to increase their skills. However, these strategies have not had time to have a significant impact on weaknesses in teaching. Safeguarding is effective. The owner implements secure systems for staff recruitment. Staff undergo safeguarding training as part of their induction. Managers and staff understand the procedures to follow if they have concerns about children's welfare.

Quality of teaching, learning and assessment requires improvement

While staff work with cheerful enthusiasm, the quality of teaching is variable. Not all staff make the most of opportunities to support and extend children's learning. For example, when young children wander, staff are not always vigilant in recognising when to intervene and redirect them into more positive activities. For older children, some activities lack challenge, which occasionally leads to aimless play. That said, staff provide warm emotional support to babies and are kind to them. Older children enjoy adult-led activities, such as a lively group story time. Some staff have good teaching skills. They help older children to practise their writing skills and engage them in friendly conversations. Younger children develop their confidence as they handle different media, such as pasta, flour and sand. Parents, in the main, speak well of the nursery and say their children enjoy attending. They receive daily updates from staff and have opportunities to contribute to their children's learning records.

Personal development, behaviour and welfare require improvement

Staff appropriately supervise children during riskier activities, such as water play or climbing. Adult-to-child ratios are consistently met. However, staff do not always deploy themselves effectively so they can swiftly intervene if children need help or support. Staff teach children about healthy routines, such as taking part in active exercise. Children enjoy regular walks into the local community, where they watch the diggers and play at the park. Mealtimes give children good opportunities to be sociable and try different healthy foods. Accidents to children are reported appropriately to parents.

Outcomes for children require improvement

Some children are not challenged to achieve their full capabilities due to weaknesses in teaching. Nonetheless, children, including those receiving extra funding, develop key skills they need for school. They become confident communicators and interact well with adults. Children share their toys and learn to cooperate with others. Older children listen attentively to stories and enjoy joining in with songs and rhymes. They take part in school activities, which helps them to make their move into Reception with confidence.

Setting details

Unique reference number	EY550417
Local authority	Cambridgeshire
Inspection number	10108894
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 - 9
Total number of places	74
Number of children on roll	134
Name of registered person	Leap And Learn Ltd
Registered person unique reference number	RP538982
Date of previous inspection	Not applicable
Telephone number	01954 584804

Leap and Learn - Northstowe registered in 2017. The nursery is open from 7.30am to 6pm each weekday, with the exception of bank holidays. The nursery also offers out-of-school care for older children. Opening times for the out-of-school club are 7.30am to 8.45am and 3pm to 6pm each weekday during school term times. During school holidays, opening times are 7.30am to 6pm. The nursery offers funded early education places for two-, three- and four-year-old children. There are 18 members of staff employed to work with the children, including the manager and the owner. Of these, 11 have appropriate childcare qualifications between levels 2 and 4.

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