

Little Flowers Day Nursery

9 St. Georges Road East, Aldershot, Hampshire GU12 4JQ



Inspection date	5 July 2019
Previous inspection date	17 November 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

- The provider has not ensured that the nursery safeguarding procedures follow the Local Safeguarding Children Board procedures should there be an allegation against a member of staff.
- The management team and staff do not have a thorough understanding of safeguarding procedures, including the procedures to follow should they be concerned about the actions of anyone working at the setting. This puts children at risk of harm and does not ensure children's welfare is promoted effectively.
- Teaching is variable throughout the nursery and some is weak. Staff do not receive sufficient coaching, supervision and support to improve their knowledge and skills. This does not ensure that the quality of teaching is consistently good.
- Staff do not use the information gained from observations and assessments of children's learning effectively to plan for their future learning. Monitoring of children's progress is inaccurate. This means that staff and the management team do not have an accurate picture of what progress children make. This does not ensure that outcomes for all children are good.
- Staff do not manage children's behaviour consistently. They do not help children to understand and learn about acceptable ways to behave. This is particularly evident in the pre-school room, where children become bored and disruptive and begin to push and fight with each other. Staff do too little to challenge children's poor behaviour. This does not ensure children gain the skills they need in readiness for school.

It has the following strengths

- Babies and toddlers develop strong bonds with staff, who provide them with reassurance, comfort and support to meet their care needs well.

What the setting needs to do to improve further

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

	Due date
ensure the safeguarding policy and procedures are clear, in line with the guidance and procedures of the relevant Local Safeguarding Children Board, and contain clear steps to be taken should there be an allegation made against a member of staff	24/08/2019
ensure all staff gain a secure understanding of the safeguarding procedures and practice, including the process to follow should they be concerned about the actions of anyone working at the setting	24/08/2019
monitor and improve the quality of teaching practice and use the information gained to provide effective support, coaching and mentoring to the staff, to raise the quality of teaching and improve outcomes for children	24/08/2019
ensure staff use effective behaviour management strategies and give children consistent support and guidance to help them learn how to behave well	24/08/2019
increase staff's understanding of how to use their knowledge of children to accurately assess and monitor their progress, to help them plan and tailor learning experiences for children and ensure they make good progress in their development.	24/08/2019

Inspection activities

- The inspector observed the quality of teaching during activities indoors and outdoors, and assessed the impact this has on children's learning.
- The inspector completed a joint observation with the manager.
- The inspector sampled a selection of the nursery policies and children's records, looked at evidence of the suitability of all staff, and discussed self-evaluation with the management team.
- The inspector spoke with staff and children at convenient times during the inspection.
- The inspector took account of the views of parents spoken to on the day of the inspection.

Inspector
Tara Naylor

Inspection findings

Effectiveness of leadership and management is inadequate

Safeguarding is not effective. The provider has failed to ensure that the nursery policy for taking appropriate action when allegations are made against a member of staff is accurate. The management team does not understand the procedures to follow should there be an allegation made against a member of staff. Staff report safeguarding concerns to the designated safeguarding officer. However, this does not result in the correct action being taken. As a result, the management team failed to follow local authority safeguarding guidance regarding concerns about staff conduct. Safeguarding procedures are not implemented effectively. Although staff receive child protection training, this has not been fully understood and is ineffective. As a result, children's welfare is compromised. Staff supervision is weak. Although the manager has implemented some staff supervision arrangements, staff who take more senior roles do not receive the coaching and support they need to help them fulfil these new roles. Consequently, they cannot support their staff effectively. Furthermore, although the management team is aware of weakness in some rooms in the nursery, poor staff practice is not tackled swiftly enough. For instance, staff know that older children's behaviour is an area where focus is needed. However, the management team does not put in place effective and timely support to help staff tackle weakness in children's social skills, including their behaviour. The provider and manager know there are areas of weakness in the nursery. However, although there is an action plan in place, it is not precise enough to ensure rapid improvement. For instance, systems used to monitor the progress children make are inaccurate. This means that the manager does not know what progress children make and cannot ensure any emerging gaps in children's progress are identified or tackled swiftly. Outcomes for children are poor.

Quality of teaching, learning and assessment is inadequate

Staff teaching is variable throughout the nursery and does not ensure that children make the progress of which they are capable. Staff make regular observations and assessments of children's progress. However, monitoring of children's progress is inaccurate. For instance, staff do not understand how to use the new online system to accurately assess what children know and can do. As a result, planning for children's learning is not tailored to their individual needs. Activities are not consistently well organised in the pre-school room and children become bored and disinterested in learning. This results in poor behaviour which is not tackled effectively. Children in the baby room and toddler room receive better opportunities to learn. For instance, babies enjoy exploring the textures of sand and toddlers gain good physical skills as they kick and roll balls to staff.

Personal development, behaviour and welfare are inadequate

The weakness in leadership and management in relation to safeguarding has a significant impact on children's welfare. Staff do not ensure that all children receive effective and consistent support in order for them to understand how their behaviour affects their friends. For example, too often children in the pre-school argue and push each other, or push over large toys. This puts children at risk of harm. Staff lack an understanding of how to manage children's behaviour. In addition, they do not explore

why children display certain behaviours and look for ways to provide effective support for them. Nevertheless, children form strong bonds with their allocated key person and settle well. Babies and toddlers receive good levels of care and staff are kind and caring. Parents say that staff share information about children's care and they feel children are happy in the nursery.

Outcomes for children are inadequate

Not all children, including those who are in receipt of additional funding, make the progress of which they are capable. Children with special educational needs and/or disabilities receive some support. However, this is not consistent. Too often they wander around aimlessly and are not sufficiently supported by anyone. This does not help to promote children's self-esteem or enable them to gain skills to prepare them for school. Older children in receipt of additional funding make appropriate progress. However, staff do not tailor learning or plan activities to consistently build on what children know and can do. During more organised activities, toddlers concentrate well and gain secure attention skills. For instance, they enjoy building towers as staff help them match coloured blocks as they work together well. Babies gain good levels of confidence in their new physical abilities as staff support them well. For instance, babies practise standing as staff provide encouragement and support.

Setting details

Unique reference number	EY438678
Local authority	Hampshire
Inspection number	10114571
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register
Day care type	Full day care
Age range of children	2 - 4
Total number of places	60
Number of children on roll	93
Name of registered person	Woodside Trading Limited
Registered person unique reference number	RP903304
Date of previous inspection	17 November 2016
Telephone number	01252323425

Little Flowers Day Nursery registered in 2012 and is situated in Aldershot, Hampshire. The nursery opens five days a week from 8am to 6pm all year round, excluding bank holidays. It is in receipt of funding for the provision of free early education to children aged two, three and four years. There are 21 staff who work directly with the children. Of these, 15 hold appropriate qualifications ranging from level 2 to level 6.

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