

Little Joeys Nursery

Unit 7/8, Merlin Way, Bowerhill, Melksham, Wiltshire SN12 6TJ



Inspection date

23 July 2019

Previous inspection date

4 September 2018

| The quality and standards of the early years provision | This inspection: | Inadequate | 4 |
|--|----------------------|----------------------|---|
| | Previous inspection: | Requires improvement | 3 |
| Effectiveness of leadership and management | | Inadequate | 4 |
| Quality of teaching, learning and assessment | | Requires improvement | 3 |
| Personal development, behaviour and welfare | | Inadequate | 4 |
| Outcomes for children | | Requires improvement | 3 |

Summary of key findings for parents

This provision is inadequate

- Recruitment procedures are not always robust to ensure staff are suitable to work with children.
- Staff do not consistently share accident records with parents. They do not always inform parents if their child has had an accident while at the nursery or if they receive first-aid treatment. This has the potential to compromise children's health.
- The management team does not focus closely enough on coaching and training staff to raise the quality of teaching to a consistently good level.
- The management team does not monitor assessments of children's progress carefully enough. The team does not quickly identify gaps in some children's learning and put in place extra support to help children catch up with their peers. Not all children make the progress they are capable of.

It has the following strengths

- Staff show care and concern for the children. They interact well with them, show interest in what they say and make some learning opportunities enjoyable. Children are happy and engaged in their activities.
- Children develop their social skills. They learn to play with their friends, share and take turns in their play. Children show care and kindness towards one another.

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 |
|--|------------|
| implement effective procedures and checks to ensure that all staff are suitable | 14/08/2019 |
| ensure staff inform parents of any accident or injury sustained by their child on the same day, or as soon as reasonably practicable after, and of any first-aid treatment given | 14/08/2019 |
| ensure staff receive effective support and coaching to focus on raising the quality of teaching to a consistently good level | 14/08/2019 |
| ensure assessments of children's progress are accurate and that any gaps in children's learning are quickly identified and addressed, and appropriate support is put in place to help children make good progress. | 30/08/2019 |

Inspection activities

- The inspectors observed staff interacting with the children, indoors and outdoors, and the impact of this on children's learning.
- The inspection was carried out following the risk assessment process.
- One inspector carried out a joint observation of an activity with the manager and discussed how she evaluated the quality of teaching.
- The inspectors had a meeting with the manager and deputy manager, and sampled a range of documentation, including suitability checks, staff qualification and training certificates, children's records and some policies.
- The inspectors spoke to staff and children at appropriate times throughout the inspection. The inspectors spoke to parents and took account of their views.

Inspectors

Charlotte Jenkin
Karen Allen

Inspection findings

Effectiveness of leadership and management is inadequate

Safeguarding is ineffective. The new management team has not checked the effectiveness of staff recruitment and suitability. For example, some relatively new staff members had not completed application forms. The management team does not check any gaps in employment history or carry out interviews or adequate suitability checks. Staff have a secure knowledge of child protection issues and the procedures to follow if concerned about a child's welfare or the conduct of a colleague. The manager knows the procedure to follow if there is an allegation made against a member of staff. The manager and staff reflect on practice and identify some areas for improvement. For example, new planning systems have helped staff focus on what they have identified that children need to learn next. However, coaching does not focus precisely on raising the quality of teaching to a consistently good level. Members of the management team have not carefully checked how accurate assessments are. They have not identified gaps in some children's learning or put in place support to help them quickly catch up. This means some children are not making the progress of which they are capable. Although parents say they are pleased with the care their children receive, some are disappointed that their children have not had the extra support to help them reach expected levels of development.

Quality of teaching, learning and assessment requires improvement

Staff's assessments of children's progress are not always accurate. They do not carefully identify the most important areas that some children need to learn next to help them make the best progress possible. Staff interact well with the children overall and support their communication and language effectively, including those children who speak English as an additional language. For example, they promote babies' developing language by using simple words as they play with pop-up toys, such as 'turn' and 'push', and by singing nursery rhymes. Staff encourage toddlers to talk about what they are doing to encourage their developing confidence in speaking. Staff engage older children in conversations as they make up stories, using their imaginations well. Staff make some learning opportunities enjoyable, for example by holding up a green square mat and joking with the children that it is a red circle. Children laugh and shout out that staff are not right and correctly name the coloured shape. At times, staff miss opportunities to extend children's learning fully. For example, they do not encourage children to talk about the textures during a dough activity and do not ask questions to encourage children to think about what they are doing.

Personal development, behaviour and welfare are inadequate

Weaknesses in safeguarding compromise children's welfare. Staff do not consistently share accident records with parents to ensure children's well-being. Children show that they feel secure with staff. Babies explore the toys confidently and return to their special adult for a cuddle when needed. Toddlers and older children confidently invite staff into their play and initiate conversations with them. Children enjoy healthy snacks and meals and regular physical activity. Young children regularly have their nappies changed and follow good hygiene routines. Staff monitor children's behaviour carefully and put in place plans to support any challenging incidents. Children learn to respect others.

Outcomes for children require improvement

Some children do not make the progress of which they are capable as assessments are not always accurate. These do not help staff to identify gaps in some children's learning quickly enough so that support can be put in place to help them catch up. Nevertheless, some children develop useful skills for their next stage in learning. Babies communicate their needs and point and lead staff to what they want. Toddlers solve simple number problems and older children develop their physical skills as they strengthen their hand muscles when threading beads onto string. They settle quickly to their activities and focus and concentrate well, for example when they complete puzzles or write numerals.

Setting details

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| Unique reference number | 145794 |
| Local authority | Wiltshire |
| Inspection number | 10078513 |
| 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 | 86 |
| Number of children on roll | 65 |
| Name of registered person | Boomerang Holdings Ltd |
| Registered person unique reference number | RP909939 |
| Date of previous inspection | 4 September 2018 |
| Telephone number | 01225 458636 |

Little Joeys Nursery registered in 2012 and is situated on the industrial estate at Bowerhill, near Melksham. The nursery opens Monday to Friday from 7.30am to 6pm all year round, with the exception of one week over the Christmas and New Year period, and on bank holidays. There are 10 staff at the nursery, eight of whom hold a relevant childcare qualification at level 3. The nursery receives funding for the provision of free early education to children aged two, three and four years.

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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