

Montessori Baby Unit And Nursery

Flat, St. James Hall, St James Terrace, Leicester, Leicestershire LE2 1NA



Inspection date	23 July 2019
Previous inspection date	30 January 2019

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Inadequate	4
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

- Leaders have not taken appropriate action to address weaknesses identified during the last inspection. They do not provide adequate supervision, coaching, training or support for the manager or their staff. Leaders do not monitor the quality of teaching. Teaching practice is weak across the nursery.
- Leaders do not implement robust recruitment procedures. They do not ensure that all staff working with children are suitable. This compromises children's safety.
- Leaders do not ensure that effective induction procedures are implemented. This means that new staff are unaware of the nursery's policies and procedures. They are not provided with information about children to help support their learning.
- Staff do not manage children's behaviour well. They do not provide children with consistent messages about expectations of behaviour. This means that children do not understand boundaries and why some behaviours are not acceptable. Staff do not help children understand how to handle resources safely.
- Leaders do not record the required information about children to ensure their welfare.
- Staff do not plan or provide challenging activities and resources for children, and staff interrupt their play unnecessarily. This has a negative impact on children's learning.
- Staff do not work closely with parents to find out what children already know and can do when they first start at the nursery, to inform planning for their future learning.
- Staff do not observe children and assess children's progress accurately. They do not identify and plan for the next steps in children's learning. As a result, children do not make the progress they are capable of.

It has the following strengths

- Staff promote the good health of children through access to outdoor play and the provision of healthy meals.

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
put in place effective arrangements for the supervision of all staff, including the manager, in order to monitor and improve their personal effectiveness and quality of teaching, and provide them with support, coaching and training	20/08/2019
make sure vetting and recruitment procedures are robust to determine the suitability of staff	20/08/2019
ensure that all staff receive suitable induction training to help them understand their roles and responsibilities from the outset	20/08/2019
ensure that all staff understand how to promote children's behaviour positively and that unwanted behaviour is managed in an effective and appropriate manner	20/08/2019
ensure that each child's records contain information about who has parental responsibility for the child.	20/08/2019

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

	Due date
ensure information about children's individual needs, interests and stage of development is shared with new staff, so that they can support children's learning appropriately and help them make good progress	30/09/2019
ensure activities and resources provided to children are planned and purposeful, and that children's play is not unnecessarily interrupted by the routines of the nursery	30/09/2019
ensure children are supported to safely use and carry tools, such as scissors, when engaging in craft activities	30/09/2019
obtain more information from parents when children first start in order to plan even more precisely for children's progress from the earliest stage	30/09/2019
ensure that staff effectively observe and assess children to understand their level of achievement, interests and learning styles, and use this information to shape learning experiences for each child, to promote children's progress.	30/09/2019

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 spoke with staff and children during the inspection.
- The inspector held a meeting with the nursery manager. She reviewed relevant documentation and evidence of the suitability of staff working in the nursery.
- The inspector took account of parents' views during the inspection through written statements.

Inspector

Sue Riley

Inspection findings

Effectiveness of leadership and management is inadequate

Safeguarding is not effective. Leaders allow staff to work with children prior to the receipt of an enhanced Disclosure and Barring Service check and references. This seriously compromises children's safety. Staff are not provided with an effective induction when they first start work. They are given basic information about fire safety, and the identity of those with lead roles such as safeguarding. However, they are not aware of the policies and procedures in place to keep children safe, or their responsibilities to implement these policies. Leaders do not monitor the quality of the care provided. They do not identify breaches in requirements or the action needed to improve. This is despite support they have received from the local authority. Leaders have failed to support the newly appointed manager in her role, and staff are not supported to improve their knowledge and practice. Leaders do not obtain information from parents about who has parental responsibility for their child, in order to keep children safe. They do not gather sufficient information from parents about their children's learning and development when they first start to attend. Parents report that their children are happy and are eager to attend the nursery. The manager and staff have attended safeguarding training. They know the signs of abuse and the risk that radical views can pose to children and their families. They also know the procedures to follow if they have a concern about a child.

Quality of teaching, learning and assessment is inadequate

Teaching is inconsistent. Staff are well qualified, but learning is often incidental rather than planned. Staff have failed to implement ideas provided by the local authority on how to support children's learning. They do not know what children need to learn next. Therefore, they cannot support children to make secure progress. Staff do not observe children during their play effectively. Their assessments following observation are inaccurate. As a result, planning is not linked to what staff have seen the children do or what they need to learn next. Staff do not consider the organisation or quality of resources and activities they offer to children. For example, they had put out a pop-up ball tent but no balls, and a chalkboard without chalk. Staff were unclear about the learning intention of some of the activities they had provided. For example, in the creative area was a painted cardboard box. Some staff thought that this was to be a petrol pump and were encouraging children to paint the relevant markings on it. However, another staff member was encouraging children to turn it into a watch. This is confusing for children and demonstrates that staff do not know what they intend to teach the children. The routines of the nursery day have a negative impact on children's play. Staff continually interrupt the children during their play, for example for handwashing, meals and snack times. Staff do encourage children to talk and develop their language skills. A staff member read a story to the older children, who enjoyed listening. She engaged them and held their interest by asking them questions about the story. Younger children have fun exploring messy play and experiment with food colouring as they learn how to mix it to make new colours.

Personal development, behaviour and welfare are inadequate

The weaknesses in leadership and management have a significant impact on children's welfare. Staff do not teach children how to keep themselves safe. For example, they do

not show children how to carry scissors safely across the room. Staff do not provide consistent messages to children about expectations of behaviour. For example, a member of staff did not explain to a child why snatching toys from others was unacceptable. Staff do not always encourage children to use their manners. Some staff have formed bonds with their key children. However, children lose interest in activities quickly as staff fail to support and engage them. Staff make sure children's hygiene needs are appropriately met. For example, food is freshly and safely prepared, and children wash their hands before eating and after outdoor play. They encourage children's independence as they serve themselves at mealtimes.

Outcomes for children are inadequate

Children do not make enough progress from their starting points, and gaps in their learning are not identified. Younger children do not engage or show interest in the activities and routines provided. This means they are not well prepared for the next stage in their learning. However, children are generally sociable. Older children develop some skills needed for the eventual move to school, such as listening to stories and becoming independent. Younger children are confident to make marks and use their imagination as they play with dolls.

Setting details

Unique reference number	2500553
Local authority	Leicester
Inspection number	10095100
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	50
Number of children on roll	18
Name of registered person	Dayah, Sheila
Registered person unique reference number	RP538780
Date of previous inspection	30 January 2019
Telephone number	0116 2554441

Montessori Baby Unit And Nursery re-registered in 2016. It is currently operating from rooms within St. James Hall, Leicester. The nursery employs eight members of childcare staff, all of whom hold appropriate early years qualifications at level 3. The nursery opens Monday to Friday all year round. Sessions are from 7.30am 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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