

# Inspection of Masiyanday Daycare Ltd

53 Cheapside, Luton, Bedfordshire LU1 2HN

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Inspection date:

29 October 2019

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## **Overall effectiveness**

## **Inadequate**

The quality of education

**Requires improvement**

Behaviour and attitudes

**Requires improvement**

Personal development

**Inadequate**

Leadership and management

**Inadequate**

Overall effectiveness at previous inspection

Good

## What is it like to attend this early years setting?

### The provision is inadequate

Children's safety and well-being are compromised by practitioners' and the manager's lack of secure safeguarding and child protection knowledge. Activities and experiences do not confidently build on what children already know and can do. Furthermore, children are not supported by practitioners well enough, to develop their concentration during free-play activities. Children sometimes lose interest because activities are not focused enough on what individual they need to learn, and do not spark their imagination. Children's engagement with activities is disrupted at times. This is because of practitioners' compliance with the daily routine. For example, free-play activities are brought to an abrupt halt by staff who do not give children any warning that it will soon be time to prepare for circle time, nappy changes or lunch. This hinders children's creativity and ability to build on an activity or game. Practitioners use some appropriate strategies to support learning, such as encouraging children to look at the picture on the puzzle box when doing a puzzle.

Children have opportunities to create shapes and learn that marks have meaning. Practitioners working with the youngest children read stories in a lively way. They know which stories and songs children enjoy. Children in the pre-school room are capable of following instructions. They pay attention when practitioners ask them to tidy up, and sit on the carpet and behave in a way that is accepted of them. Children seem secure with familiar people, and relationships between practitioners and children appear relaxed and comfortable. For example, babies and young children settle for sleep.

### What does the early years setting do well and what does it need to do better?

- The manager is not strong enough to ensure there is a team of confident and competent practitioners in place.
- Practitioners do not have secure safeguarding knowledge. They fail to explain the correct procedures for managing a disclosure from a child, or for reporting a concern about the behaviour of adults towards children. The manager does not always assertively follow up where there are child protection concerns about a child.
- Recruitment processes are not robust. Those with responsibility for vetting new practitioners obtain Disclosure and Barring Service checks. However, they do not rigorously check employment history or explore thoroughly any inaccuracies in the information provided. This means they do not meet the requirement to ensure practitioners are suitable to fulfil the responsibilities of their role.
- Some of the activities and experiences children take part in are mundane. Practitioners do not use what they know about children well enough to support teaching during free-play activities. They do not always recognise the need to

help children to build on what they already know and can do.

- Practitioners do not always act quickly enough when there are concerns with children's development and progress. Rather than focusing on the individual child, they wait until a specific assessment point or until external services may be engaged to help the children.
- Training that practitioners attend is not having the impact needed to ensure they have the skills necessary to fulfil their responsibilities. Despite being able to demonstrate having completed the in-house safeguarding training, practitioners are unable to recall what they have learned.
- Practitioners do not maintain effective communication with parents and each other about children's ongoing safeguarding and learning needs.
- The manager consults parents before involving specialists in children's care. Most parents are suitably informed about their children's experiences at nursery.
- Practitioners provide older children with opportunities to learn about the wider world. They have explored topics such as Black History Month and gained information about the countries with which the children and their extended families have links.
- Children behave responsibly in the nursery. They follow instructions from practitioners well. They line up sensibly as they move between floors for mealtimes and energetic play.
- Children have a variety of healthy meals that meet their individual dietary needs. The nursery serves vegetarian and Halal meals.

## Safeguarding

The arrangements for safeguarding are not effective.

Despite the manager providing staff with information to reinforce their safeguarding knowledge, she is unaware that some staff have a poor understanding of the correct procedures to follow. For example, they state they would question a child about a safeguarding concern. Additionally, they are unaware of the correct procedures to follow should they have concerns about a colleague's conduct. The manager also fails to follow robust recruitment procedures, which impacts upon the safety and welfare of children.

## What does the setting need to do to improve?

**The provision is inadequate and Ofsted intends to take enforcement action.**

**We will issue a Welfare Requirements Notice requiring the provider to:**

	<b>Due date</b>
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ensure that staff have a strong understanding of the arrangements in place to safeguard children, including the identification of those who may be or are at risk, and a confident understanding of the steps to take to refer a concern in a timely way	29/11/2019
implement robust recruitment procedures, making thorough checks on applicants' employment history to ensure they are suitable to fulfil the requirements of their role.	29/11/2019

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

	<b>Due date</b>
ensure there is an ambitious curriculum, based on children's learning and development needs, that is implemented through planned and purposeful activities	29/11/2019
ensure teaching is responsive to the individual learning needs of children, so that each child has challenging experiences across all areas of learning.	29/11/2019

## Setting details

<b>Unique reference number</b>	EY555538
<b>Local authority</b>	Luton
<b>Inspection number</b>	10129433
<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 to 4
<b>Total number of places</b>	40
<b>Number of children on roll</b>	39
<b>Name of registered person</b>	Masiyanday Daycare Ltd
<b>Registered person unique reference number</b>	RP905796
<b>Telephone number</b>	01582 727269
<b>Date of previous inspection</b>	8 April 2019

## Information about this early years setting

Masiyanday Daycare Ltd registered in 2018. The nursery employs six members of childcare staff. Of these, five hold appropriate early years qualifications at level 2 and above, including one who holds qualified teacher status and one who has an early years qualification at level 6. The nursery opens from Monday to Friday all year round. Sessions are from 8am until 5.30pm. The nursery receives funding for the provision of early education for two-, three- and four-year-old children.

## Information about this inspection

### Inspectors

Alison Reeves  
Sheena Gibson

## Inspection activities

- The provider and the inspectors discussed how the early years provision and the curriculum are organised. Inspectors observed and evaluated the quality of education.
- The inspectors had discussions with the provider and practitioner throughout the inspection. The inspectors looked at relevant documentation, including evidence of the suitability of staff working at the setting.
- The inspectors spoke to children at appropriate times throughout the inspection.
- Parents shared their views about the setting with the inspectors. These were considered as part of the overall evaluation.
- The provider completed a joint observation with the inspectors.

We carried out this inspection 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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