

Inspection of Mes Enfants

195 Leicester Road, Groby, Leicester, Leicestershire LE6 0DT

Inspection date:

20 November 2019

Overall effectiveness

Inadequate

The quality of education

Inadequate

Behaviour and attitudes

Inadequate

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 at the nursery is compromised. Staff caring for children do not have an appropriate understanding of many aspects of child protection. They do not understand their roles and responsibilities to keep children safe should they have a concern about a child.

Children are not supported effectively enough by staff to make suitable progress in their learning. Older children struggle to maintain their focus while listening to a story. Although they sit and listen, a member of staff repeatedly interrupts the activity to tell children to sit with their legs crossed. Children's enjoyment of the activity decreases further as their contributions are ignored or unheard. Staff allow some children to shout out while asking others to put their hands up and the children talk over each other. Younger children join in repetitive games which offer no challenge and they quickly lose interest. Many children do not speak during their play. Staff do not give appropriate support for children's communication and language development.

Children generally behave well. However, the lack of organisation by staff as children move from one activity to another leads to a chaotic environment. For example, children in the pre-school room discard their book on the floor as they rush to join an activity that is being set up. Younger children do not understand the expectations when they are getting ready for their sleep time as they are given conflicting messages from staff and wander around, becoming unsettled. Older children wait patiently but are unnoticed by staff.

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

- Staff fail to demonstrate that they can appropriately safeguard children. They do not record or monitor issues or concerns about children that happen outside of the nursery. They are not clear on who they should report child protection concerns to or how to manage an allegation against a member of staff appropriately. They do not have a suitable understanding of wider safeguarding issues. Although there is a policy in place for the use of mobile phones, some staff breach this policy and keep their phone with them if they are waiting for a call. Managers are unsure of when they need to notify Ofsted of significant events and have failed to notify of a significant illness of a child.
- Although all staff have a check to make sure they are suitable to work with children, managers do not maintain an appropriate record of the details. They do not carry out any other checks to establish the suitability of new staff. When managers verify staff's identification they do not maintain a record of this.
- Staff do not gather permission from parents and carers to administer non-prescription medicines to children, which compromises children's health and

well-being.

- Staff working with younger children do not have the required level of childcare qualification. Staff do not demonstrate that they understand their roles and responsibilities when they are setting up a new activity or organising routines, such as children's sleep time. This leads to a disorganised and noisy environment which is not supportive of children's enjoyment or learning.
- The performance management of staff is ineffective. Where managers do identify weaknesses in staff's teaching practice, they do not provide support to address this. None of the staff have any identified areas for development. This is despite the quality of education provided across all age groups being poor. Staff do not have a suitable understanding of some of the nursery's policies and procedures.
- Staff do not demonstrate that they understand how children learn. Activities lack challenge to help children to move forward in their learning. During children's self-chosen play, staff watch and react to what the children are doing rather than joining in with the play. Some children stand and watch others and staff do not attempt to engage them. Staff do not help children to make progress in their learning or broaden their experiences.
- Support for children's communication and language development is particularly weak. Staff working with the babies do not always use the correct words when describing actions or encourage children to make sounds during their play. Staff working with the younger children do not encourage their conversations or help them to learn new words. Staff in the pre-school room do not give children the opportunity to contribute to discussions or the time to respond to questions.
- Staff spend time talking to parents and carers when they collect their children. Staff provide them with relevant information, such as details of the activities children have participated in. For younger children, they provide additional information such as their food intake and sleep routines. Parents and carers say that they feel well informed about their child's day at the nursery. They also value the family atmosphere that the nursery promotes.
- Children do form attachments with staff. They are confident as they mix with children of different ages and with all of the staff in the nursery. When they are appropriately supported to do so, they are able to respond to instructions from staff. Children eat healthy foods at mealtimes and staff follow appropriate hygiene procedures.

Safeguarding

The arrangements for safeguarding are not effective.

Managers and staff lack knowledge and understanding of child protection procedures. Managers do not undertake appropriate checks on new staff, maintain appropriate records to confirm their identity or details of their Disclosure and Barring Service (DBS) check. Staff do not ask parents and carers to provide written permission to administer non-prescription medicines. Managers do not have a secure understanding of when they have to notify Ofsted of significant events. Risk assessments ensure that the premises are secure and the toys and equipment are

safe for children to use. Children are appropriately supervised, including when they are asleep.

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:

	Due date
ensure that all staff are trained to identify and manage concerns about children, including an up-to-date knowledge of wider safeguarding issues	04/12/2019
ensure that there are appropriate procedures in place to safeguard children in the event of an allegation against a member of staff	04/12/2019
ensure that there are appropriate procedures in place to manage any concerns about children that occur when they are outside of the nursery	04/12/2019
ensure that staff understand and can implement the procedures to safeguard children with regards to the use of mobile phones and cameras in the nursery	04/12/2019
ensure that appropriate procedures are in place to check the suitability of adults working with children and keep appropriate records of the checks undertaken	04/12/2019
maintain a record of the DBS check reference number, the date the check was obtained and details of who obtained it	04/12/2019
ensure that medication is only administered to a child when written permission has been obtained from parents and carers	04/12/2019

ensure that within the staff team working with the younger children, there is at least one member of staff qualified to level 3 and that half of all other staff are qualified to at least level 2	04/12/2019
ensure that staff are deployed to meet the needs of the children and promote a calm and supportive environment, particularly when the children move between activities	04/12/2019
ensure that staff receive appropriate support and coaching to raise the quality of education and understand their roles and responsibilities.	04/12/2019

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

	Due date
ensure that staff use information about children's individual needs and stage of development to provide enjoyable and challenging activities that help them to move forward in their learning	20/02/2020
provide appropriate support for children to make good progress in their communication and language development.	20/02/2020

Setting details

Unique reference number	EY227489
Local authority	Leicestershire
Inspection number	10073078
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 to 10
Total number of places	30
Number of children on roll	36
Name of registered person	Goode, Jacqueline
Registered person unique reference number	RP511318
Telephone number	0116 231 1507
Date of previous inspection	8 February 2016

Information about this early years setting

Mes Enfants registered in 2002. The nursery employs nine members of childcare staff. Of these, five hold appropriate early years qualifications at level 3 or above. The nursery opens Monday to Friday, all year round. Sessions are from 7.30am until 6pm. The nursery provides funded early education for three- and four-year-old children.

Information about this inspection

Inspector

Justine Ellaway

Inspection activities

- This inspection was carried out as a result of the risk assessment process, following information received about the provider.
- The inspector carried out a learning walk, observed the quality of teaching during activities and assessed the impact this has on children's learning.
- The inspector completed two joint observations with the manager. She spoke to staff at appropriate times during the inspection.
- The inspector held a meeting with the manager and owner. She reviewed relevant documentation, such as evidence of the suitability of staff working in the nursery, and accident and medication records. She discussed the procedures for evaluating practice within the nursery.
- The inspector spoke to parents and carers during the inspection and took account of their views.

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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