

# Inspection of Learning Angels

City College Nottingham, Carlton Road, Nottingham NG3 2NR

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Inspection date:

6 January 2020

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## **Overall effectiveness**

**Inadequate**

The quality of education

**Inadequate**

Behaviour and attitudes

**Requires improvement**

Personal development

**Inadequate**

Leadership and management

**Inadequate**

Overall effectiveness at previous inspection

Inadequate

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

### The provision is inadequate

Children's welfare and learning are not supported by the provider and staff. Leaders have not taken steps to address the weaknesses raised at the last inspection. Further breaches of the requirements have been identified at this inspection. As a result, children are not safe and are not supported to make the progress that they are capable of.

Staff do not have high expectations for what children know and can do. They do not complete regular observations and assessments of children's development. This means staff are not aware of children's current abilities and cannot focus on what they need to learn next. As a result, the learning experiences children receive are poor.

Overall, children are happy to take part in activities and younger children behave well. However, older children become frustrated with their friends during play. They struggle to share resources and need reminding not to climb on furniture. Children of all ages are cared for in the baby room. Activities and resources set out by staff are more suited to younger children and do not offer appropriate challenge for the older children. The manager does not consider the impact this has on children's behaviour and learning needs.

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

- The provider does not have the required systems in place to ensure the safe and effective running of the setting in the manager's absence. There is no member of staff with the required qualification or suitable experience who can take up this position when needed.
- Staff do not complete regular assessments of what children know and can do. Children's next steps in learning are not challenging and do not reflect their current level of development. The manager does not monitor the curriculum to make sure all areas of learning are offered to children. As a result, children do not gain the required knowledge and skills in readiness for the next stage in their learning.
- Staff provide some opportunities for children to develop their communication and language skills as they sing alongside them. Children enjoy pointing to their own eyes, nose and mouth when staff ask them to. They delight in singing the words and performing the actions to familiar rhymes. However, when staff ask children questions, they do not leave enough time for them to respond before moving to the next question. This limits children's opportunity to develop their conversational speaking skills.
- The provider does not make sure that children are cared for by staff who know them well. As a result, staff are not effective in promoting all children's

emotional well-being and ensuring that their individual needs are consistently met.

- The manager is aware of weaknesses in staff practice. However, she does not take action to address these. As a result, the quality of education provided continues to be poor.
- The provider has failed to make sure that all staff understand the setting's safeguarding arrangements. Staff do not know the procedure to follow if they have concerns about someone working with children or if a child is at risk of extreme views or behaviours. Staff do not understand the importance of recording any injury a child may arrive with so that they are alert to any concerns about their welfare.
- The manager does not have an accurate view of the experiences children have outside of the setting. This means that she is not able to support children to broaden or enhance their experiences to prepare them for future success.
- Staff communicate with parents on a daily basis and share information about the activities children have been enjoying during the day. Parents comment that their children are happy and that they are appropriately informed about their child's day.
- Younger children are engrossed in their learning. They enjoy putting in and taking out items from a box, such as key rings. Staff extend children's enjoyment of this activity by encouraging them to put the items back in quickly. Babies smile and laugh as they do this.

## Safeguarding

The arrangements for safeguarding are not effective.

The provider does not make sure that staff have a robust knowledge of safeguarding procedures. Staff do not know how to respond appropriately if an allegation of abuse is made against a member of staff. They do not know what to do if they identify a child is at risk of being exposed to extreme views or if a child arrives at the setting with an injury. The provider now has systems in place to make sure all staff are suitable to work with 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 all staff understand the setting's safeguarding policy and know the correct procedure to follow if an allegation is made against any member of staff	24/01/2020
ensure there are arrangements in place for the supervision of all staff which provide appropriate support, coaching and training to help them develop their knowledge and skills, so that they can provide children with high-quality care and learning experiences	24/01/2020
implement robust systems to ensure that records are maintained of injuries that children arrive at the setting with	24/01/2020
ensure there is a named deputy who can take charge in the absence of the manager	24/01/2020
implement an effective and consistent key-person system so that children benefit from secure care and learning experiences	24/01/2020
ensure all staff understand their responsibilities under the 'Prevent' duty guidance.	24/01/2020

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

	<b>Due date</b>
ensure that assessments identify gaps in children's learning so that their next steps in learning are accurate	24/01/2020
consider all children's stages of development to plan challenging and purposeful activities	24/01/2020
develop questioning techniques which allow children time to think and respond to questions asked of them.	24/01/2020

## Setting details

<b>Unique reference number</b>	EY554661
<b>Local authority</b>	Nottingham
<b>Inspection number</b>	10118929
<b>Type of provision</b>	Childcare on non-domestic premises
<b>Registers</b>	Early Years Register, Compulsory Childcare Register
<b>Day care type</b>	Full day care
<b>Age range of children</b>	1 to 4
<b>Total number of places</b>	100
<b>Number of children on roll</b>	13
<b>Name of registered person</b>	City College Nottingham
<b>Registered person unique reference number</b>	RP554660
<b>Telephone number</b>	0115 9101451
<b>Date of previous inspection</b>	9 July 2019

## Information about this early years setting

Learning Angels registered in 2018. The nursery employs four members of childcare staff. Of these, one holds an appropriate early years qualification at level 6, one holds a level 3 qualification and two hold qualifications at level 2. The nursery opens from Monday to Friday all year round. Sessions are from 7.30am until 6pm.

## Information about this inspection

### Inspector

Caroline Clarke

## Inspection activities

- The inspector completed a tour of the premises with the manager. They talked about how the provider organises the nursery and the play and learning experiences provided for children.
- The inspector observed the quality of teaching and assessed the impact this has on children's learning. She completed a joint observation with the provider.
- The inspector spoke with staff and children during the inspection. She held a meeting with the provider and reviewed a sample of documents, including evidence of staff suitability.
- The inspector spoke to parents 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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