

Inspection of Lafamilia Day Nursery

10 Hainault Close, Colchester, Essex CO4 3ZN

Inspection date:

28 February 2020

Overall effectiveness

Inadequate

The quality of education

Inadequate

Behaviour and attitudes

Inadequate

Personal development

Inadequate

Leadership and management

Inadequate

Overall effectiveness at previous inspection

Not applicable

What is it like to attend this early years setting?

The provision is inadequate

Children are not motivated, stimulated or engaged. For example, they pick up handfuls of small bricks and watch as they drop to the floor. Other children stack books in a pile and then throw them about when asked to replace them. Children do not show that they feel safe or secure. Some children's behaviour is extremely poor. They fail to listen and respond to instructions, which leads to a chaotic and disruptive environment. This hinders children's play, and puts them and others at risk of harm. In addition, children are not able to play outside on a daily basis, which does not support their physical well-being and health.

Children fail to make progress in relation to their starting points. Resources are of a poor quality, which means they break quickly. Furthermore, some resources, such as small construction bricks, are given to children under the age of three years and contain small parts, such as tiny wheels which come off easily. Pre-school children have few resources in their room to help support their learning. They start to practise their counting skills and name numbers shown to them. However, there are no resources to help support children's mathematical development further. Children fail to make adequate progress to be ready for the next stage in their learning, and school when the time comes. Assessments of children's progress are not yet accurate or used to provide activities that provide challenge, interest and excitement.

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

- The provider has failed to ensure that the Welfare Requirements Notices set at the last visit have been met. She fails to demonstrate an adequate understanding of the safeguarding and welfare, and learning and development requirements.
- The provider fails to follow the safeguarding policies and procedures. She keeps her own personal mobile phone on her while in the rooms with the children and uses it for text messages. This compromises children's safety and welfare.
- The provider does not have a suitable understanding of safeguarding and child protection. For example, she fails to demonstrate an adequate knowledge of the main categories of abuse and the signs and symptoms which may indicate a child is at risk of harm. This significantly compromises children's safety and welfare.
- Despite a previous action to ensure that children's arrival and departure times are recorded on daily registers the provider has failed to ensure that all children are added to the register when they arrive.
- The provider fails to ensure that she supports and guides new staff, including the manager. She does not provide new staff with an induction to help them understand their roles and responsibilities. The provider fails to complete regular

supervisions with the manager to provide support, guidance and training. Consequently, the manager is not sure what is expected of her.

- The provider has appointed a deputy manager. However, she has failed to verify that the staff member is suitably qualified. In addition, the member of staff has only been working with children for two weeks so has yet to be able to demonstrate her capabilities.
- Risk assessments are ineffective in ensuring that all possible hazards to children are identified and minimised. For example, the provider and staff fail to notice that small construction-style bricks contain easily removed small parts that pose a choking hazard, or that the bricks have been given to children under the recommended age range. In addition, toys which have broken are not removed.
- The provider has failed to ensure that Ofsted are aware of all persons connected to the nursery. She has failed to notify Ofsted of her husband, who is listed as a director and is involved in the nursery, so that the required suitability checks can be completed. He has access to and handles staff's sensitive data without having been cleared as suitable, which compromises staff's welfare.
- The provider fails to ensure that children's behaviour is managed effectively and consistently. For example, she does not provide guidance to help some children learn how to manage their behaviour, which means they disrupt other children's play. The provider fails to adequately intervene when toys are thrown, or when children push others out of the way. This does not help children to feel safe or secure.

Safeguarding

The arrangements for safeguarding are not effective.

The provider is unable to recall the main categories of abuse, or name possible signs and symptoms which may indicate that a child is at risk of harm. She does not have a suitable knowledge of the 'Prevent' duty, or how to identify children and families who are at risk. This significantly compromises children's safety and welfare. In addition, the provider has failed to implement an effective induction programme that ensures all new staff complete basic child protection training. This means that staff are unable to identify children who may be at risk of abuse. Risk assessments are not effective to ensure that all possible hazards to children are identified and minimised. This also compromises children's safety.

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:

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| | Due date |
|--|-----------------|

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|---|------------|
| ensure there is a named deputy who is qualified and capable to take charge in the manager's absence | 30/03/2020 |
| ensure children receive opportunities to play outside daily | 30/03/2020 |
| maintain an accurate daily record of children's names and their hours of attendance | 30/03/2020 |
| improve the range of resources and activities available to children to engage, excite and interest them | 30/03/2020 |
| ensure safeguarding policies and procedures are understood and followed, specifically in regard to the use of personal mobile phones in the nursery | 30/03/2020 |
| ensure all staff, including the provider, have an up-to-date knowledge of safeguarding matters, to enable them to identify the signs that may indicate a child is at risk of abuse, and how to respond to and report any concerns | 30/03/2020 |
| ensure that all staff receive effective induction training to help them understand their roles and responsibilities | 30/03/2020 |
| implement appropriate arrangements to ensure that all staff, including the manager, receive regular supervision which provides support, coaching and training | 30/03/2020 |
| improve behaviour management strategies to ensure that children's behaviour is managed in a consistent and appropriate way, and does not hinder other children's learning and/or puts them at risk of harm | 30/03/2020 |

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| improve risk assessments to ensure that all possible hazards to children are identified and minimised, specifically small pieces that pose a choking hazard and broken toys. | 30/03/2020 |
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To meet the requirements of the early years foundation stage, the provider must:

| | Due date |
|---|------------|
| implement an effective cycle of ongoing observations and assessments to ensure that staff have an accurate record of every child's stage of development and achievements to plan for what children need to learn next | 30/03/2020 |
| take account of children's individual needs, interests and stages of development to ensure that children receive suitably challenging and enjoyable experiences. | 30/03/2020 |

Setting details

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| Unique reference number | EY561498 |
| Local authority | Essex |
| Inspection number | 10145631 |
| Type of provision | Childcare on non-domestic premises |
| Registers | Early Years Register |
| Day care type | Full day care |
| Age range of children | 1 to 4 |
| Total number of places | 20 |
| Number of children on roll | 6 |
| Name of registered person | La Familia Day Nursery LLP |
| Registered person unique reference number | RP561497 |
| Telephone number | 01206870074 |
| Date of previous inspection | Not applicable |

Information about this early years setting

Lafamilia Day Nursery registered in 2018. The nursery opens from Monday to Friday for 51 weeks of the year. Sessions operate from 7.30am to 6pm and overnight care is also offered. The setting provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspector

Sue Mann

Inspection activities

- The inspector spoke to the provider, manager and staff.
- The inspector spoke to children and observed them playing in the nursery.
- The inspector held discussions with the provider to explore her safeguarding knowledge.
- The inspector sampled evidence of staff's suitability to work with children.

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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