

Inspection of The Lido Nursery School and Activity Club

Worthy Lane, Winchester, Hampshire SO23 7DZ

Inspection date: 17 May 2021

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

Outstanding

What is it like to attend this early years setting?

The provision is inadequate

The owner has failed to ensure that the staff have a secure understanding of their roles and responsibilities. She has also failed to meet a welfare requirement action raised at a previous visit. Staff are unable to offer children consistent levels of teaching to extend and challenge their development. For example, staff frequently leave the room to answer the door or obtain equipment. This leaves insufficient staff available to meet the children's needs, which at times has a negative impact on their learning and the intent of the curriculum.

The owner has implemented a key-person system. However, this is not well embedded. For example, not all staff know their key children's next steps in learning. This means that children are not being supported effectively for their future education. Staff do not recognise how to extend and challenge children's development. Therefore, any learning that takes place is incidental. Children do not make progress they are capable of.

The overall quality of teaching is poor. Staff fail to offer suitable challenge to all children, including those with special educational needs and/or disabilities (SEND), to help them make the curriculum progress they are capable of. In addition, staff do not tailor activities to meet the individual learning needs of the children. They fail to put swift interventions in place to help those who need extra help to catch up. For example, children who have delays in communication and language are not given opportunities to engage in conversations or encouraged to do so by staff.

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

- The owner does not provide sufficient training and coaching for all staff to enable them to promote children's learning and development effectively. Staff plan activities but have no clear intentions on the purpose of what it is they want children to learn. For example, during the inspection, children were provided with water and oats with the intention of exploring with textures and developing their communication skills. However, staff did not extend this to all children to support their listening, understanding and speaking skills.
- Staff fail to recognise children's next steps. In addition, staff do not plan for all children to make progress in the prime areas of learning. For example, children struggle to learn how to feed themselves as they are not provided with knives and so use their fingers to push their food onto forks. This does not support children's physical development and independence skills sufficiently to prepare them for their next stage in learning.
- Staff do not challenge children in their learning and children do not make good progress. For example, staff interaction with children is limited and children are ignored despite trying to communicate with staff. Staff tend to watch the

children play but do not interact with them to extend their enjoyment or learning. Too often, children, including two-year-olds, wander around their room with little purpose. This results in minimal learning. Despite this, children demonstrate that they feel comfortable in the nursery and behave well.

- The owner has failed to ensure that all staff have effective supervision to fulfil their roles and responsibilities. This includes her leadership team. Actions set by the provider for staff are not being fulfilled. For instance, staff who requested to extend their knowledge around the setting's ethos are not provided with opportunities to do so, to facilitate learning. Therefore, staff's professional development is not effective to provide them with the skills to promote quality experiences to children.
- Staff are not vigilant in their supervision. For example, during the inspection, staff failed to notice that children spent long periods of time out of sight in the toilets. This was only addressed when the inspectors notified them of this.
- The owner has not ensured that suitable arrangements are in place to ensure children with SEND receive the support they need. Staff do not access additional professional support at the earliest opportunity, for children to receive timely intervention to help them make the progress that they are capable of.
- The nursery has an appropriate outdoor play area for the children to develop their large physical skills. However, despite children requesting to go outdoors, staff fail to acknowledge this.
- Parents comment that changes made recently have improved communication between them and the staff team.

Safeguarding

The arrangements for safeguarding are effective.

Managers and staff have a poor understanding of safeguarding matters and they do not follow their own procedures when a child unexpectedly does not attend a session. Some staff are not confident in recognising signs that a child may be at risk. They demonstrate a poor understanding of the 'Prevent' duty guidance. In addition, some staff are unable to demonstrate the procedure to follow should inappropriate behaviours be displayed by other adults in the setting. The nursery's safeguarding policy is not up to date and does not meet the local authority procedures. This does not assure that children are safeguarded effectively. The provider has suitable recruitment processes in place and all staff have a Disclosure and Barring Service check.

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
implement an effective policy and procedure to safeguard children, that is in line with the guidance and procedures of the local safeguarding partnership	21/06/2021
ensure that the designated lead person for safeguarding has a sufficient understanding of their role and responsibilities and is able to act promptly and effectively to any safeguarding issues	21/06/2021
ensure all staff, including the designated lead for safeguarding, have regard to the government's statutory guidance 'Working Together to Safeguard Children 2018' and the 'Prevent' duty guidance to keep children and their families safe	21/06/2021
ensure that children are supervised effectively at all times to meet their individual needs	21/06/2021
implement an effective key-person system so that each key person fulfils their role in ensuring that children's care is tailored to meet their individual needs	21/06/2021
ensure all managers and staff receive effective supervision and coaching to enable them to fully understand and fulfil their roles and responsibilities	21/06/2021
ensure that there is a named deputy who is capable and qualified to take charge in the manager's absence	21/06/2021
implement effective arrangements to support children with SEND that are in line with the Special Educational Needs (SEN) Code of Practice	21/06/2021
ensure all children have daily opportunities to be and play outside	21/06/2021

strengthen the procedure for responding to written complaints to ensure that the complainants are notified of the outcome of the investigation into their concerns fully within 28 days.	21/06/2021
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To meet the requirements of the early years foundation stage, the provider must:

	Due date
support staff's quality of curriculum to ensure that all children receive the support they need to make good progress in their learning and development	21/06/2021
ensure staff provide good-quality learning experiences, and effective support and interaction, to engage all children, including those with SEND, to help them make good progress.	21/06/2021

Setting details

Unique reference number	EY298336
Local authority	Hampshire
Inspection number	10195072
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 at time of inspection	2 to 4
Total number of places	26
Number of children on roll	11
Name of registered person	Hartley House Montessori Limited T/A Eco Montessori
Registered person unique reference number	RP910080
Telephone number	01962 856 201
Date of previous inspection	18 August 2017

Information about this early years setting

The Lido Nursery School and Activity Club registered in 2005. It is one of three settings run by Hartley House Montessori Limited in Winchester, Hampshire. The nursery operates each weekday, from 8am to 6pm, throughout the year, except on Tuesdays when it is open from 3pm until 6pm. The nursery is in receipt of funding for the provision of free early education for two-, three- and four-year-old children. The provider employs two members of staff who work regularly with the children, both of whom have early years qualifications. They support staff who work daily with the children. The nursery operates in line with the Montessori educational philosophy.

Information about this inspection

Inspectors

Tracy Bartholomew
Sherrie Nyss

Inspection activities

- This was the first routine inspection the setting received since the 2020-21 COVID-19 (coronavirus) pandemic began. Inspectors discussed the impact of the pandemic with the setting and have taken that into account in their evaluation of the setting.
- The inspectors looked at and discussed documentation in relation to safeguarding, risk assessments, registers and complaints.
- The manager and one of the inspectors took part in a joint observation. The inspectors asked staff questions about their work and spoke and interacted with children during the inspection.
- The inspectors observed the activities available to children.
- The views of parents were taken into account.
- The inspection was carried out following the risk assessment process.

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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