

Inspection of Little Gems Nursery

Unique Enterprise Centre, Belfield Road, ROCHDALE, Lancashire OL16 2UP

Inspection date:

7 October 2021

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

The manager fails to ensure that all regular visitors to the setting are suitable and safe. Some visiting teachers have had no Disclosure and Barring Service checks made and are not adequately supervised within the setting. At times, children struggle to manage their emotions as staff have not been taught a consistent way to deal with challenging behaviours. This means some children become very upset and are not supported adequately.

Children busy themselves with water play and dancing. They independently access the toys and resources on offer. However, there are times where they lack challenge and become bored with activities planned by staff. The manager does not monitor staff's practice or the quality of education effectively. New staff do not always fulfil their roles due to a lack of induction and guidance.

The manager and the provider have adapted the provision throughout the COVID-19 pandemic. They encourage children to keep clean. Children now independently manage their self-care needs, such as washing their own hands when preparing to eat. The manager has worked hard to ensure that the hallway where parents now drop off and collect their children is informative and inviting. Children are excited to show their parents the different pictures on the walls and parents enjoy reading information about their children's key person.

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

- The manager and the provider do not ensure that new staff are prepared for their roles. They do not provide adequate guidance on how they expect staff to deal with challenging behaviours. As a result, these staff do not support children effectively when they are upset. This means some children become distressed and are not taught how to manage and understand their own emotions.
- The manager does not monitor staff's practice effectively. She recognises when some staff struggle to manage children's behaviour, but does not step in to guide them. She relies on other staff within the room to address these situations. Staff do not have a reliable induction to their roles, and this leads to inconsistent practice across the setting, which is confusing for children.
- The quality of education is not consistent. Some staff understand the areas of learning that they are teaching, while others do not. This means that sometimes children become bored with planned activities and are not challenged. Children show that they are not interested in some staff-led play and repeatedly walk away from organised activities. Children enjoy messy play and confidently access toys for independent learning. For instance, they look at books with their peers and play imaginative games with toy figures.
- Children learn social skills. They are polite and kind and naturally show support

for their peers. For example, children encourage their shy friends to get involved and cheer when they are successful. However, at times, due to the varying levels of challenge, children become bored and wander away from activities.

- Parents value this setting. They commend the manager and the staff, particularly for their strong communication skills. Parents feel reassured that their children are 'happy and excited' at the nursery. They are thankful for the support they have received during the COVID-19 pandemic.
- The manager completes daily risk assessments. She ensures that the premises are clean and safe for children. The manager recognises that she must check the suitability of her staff and regular visitors to the setting. However, she does not ensure that those whose suitability has not been checked are supervised at all times.
- Children enjoy eating fresh, healthy meals. They chat with their friends over mealtimes, as staff encourage children to see this as a social occasion. Children excitedly tell the inspector what they are eating and even offer to share.
- The manager is passionate about helping children to learn about what makes them and others unique. She teaches children about diversity, equality, similarities and differences. Children learn about new cultures and celebrations that they have not encountered before. This helps them to become respectful and embracing of all. They are well prepared, in this sense, for a life in modern Britain.

Safeguarding

The arrangements for safeguarding are not effective.

The manager, who is the designated safeguarding lead, does not have sufficient knowledge to fulfil her responsibilities. She does not know the correct procedures to follow should an allegation be made against a member of staff. Staff have a good understanding of the signs and symptoms that may indicate a child is being abused or neglected. However, they do not know what they should do if they have concerns about the manager or any adult who has caring responsibilities for the children. The manager has scrutinised the suitability of her staff effectively. However, she fails to check if all visiting teachers are deemed suitable. She does not ensure that those who have not been checked remain supervised while on the premises, when children are present.

What does the setting need to do to improve?

To meet the requirements of the early years foundation stage and Childcare Register the provider must:

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

| | |
|---|------------|
| ensure all staff, including the designated safeguarding lead, have a thorough understanding of what to do if allegations are made about any person who works with children | 22/10/2021 |
| ensure any adult or visiting professional working with children is never left unsupervised with children until their suitability is checked | 22/10/2021 |
| ensure all staff have a thorough understanding of how they are expected to manage challenging behaviours and how to support children to manage and understand their feelings and emotions | 22/10/2021 |
| implement effective strategies to support and guide staff, particularly when they first begin their roles | 22/10/2021 |
| monitor the quality of education and staff understanding more closely to ensure children encounter adequate challenge and do not become bored. | 22/10/2021 |

Setting details

| | |
|--|---|
| Unique reference number | EY339580 |
| Local authority | Rochdale |
| Inspection number | 10209322 |
| 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 | 37 |
| Number of children on roll | 39 |
| Name of registered person | Kashmir Youth Project |
| Registered person unique reference number | RP905942 |
| Telephone number | 01706 516 609 |
| Date of previous inspection | 25 September 2017 |

Information about this early years setting

Little Gems Nursery registered in 2007. The nursery employs nine members of childcare staff. Of these, one holds an appropriate early years qualification at level 6, one holds level 5, and six hold level 3. The nursery opens from Monday to Friday, all year round. Sessions are from 8am until 6pm. The nursery provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspector

Shauneen Wainwright

Inspection activities

- This was the first routine inspection the provider received since the COVID-19 pandemic began. The inspector discussed the impact of the pandemic with the provider and has taken that into account in the evaluation of the provider.
- The manager and the inspector discussed the curriculum and the impact this has on children's development during a learning walk.
- Leadership and management discussions were held between the manager and the inspector throughout the inspection.
- A joint observation was conducted by the inspector and the manager, who then evaluated the practice seen.
- Feedback was gathered from staff, children and parents.
- Relevant documentation, such as documents pertaining to the suitability of staff, was scrutinised by the inspector.

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.

If you are not happy with the inspection or the report, you can [complain to Ofsted](#).

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence/, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk

This publication is available at <https://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted

© Crown copyright 2021