

Inspection of Little Learners Day Nursery

57 Edge Lane, Stretford, MANCHESTER M32 8PA

Inspection date: 14 April 2022

Overall effectiveness	Inadequate
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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

Weaknesses in the leadership and management of this nursery impact on children's safety, personal development and ability to learn. The management team fail to follow safeguarding procedures. They have failed to inform relevant professionals of an allegations made against a member of staff. They have also failed to work in partnership with the parents of the children involved. This means parents are not equipped with essential information needed to emotionally support their children. Friction between the management team and some staff creates an atmosphere of hostility and this does not promote vigilance and awareness. Additionally, some hazards within the premises go unnoticed.

Not all children have the same opportunities. A small group of children, who were involved in inappropriate behaviour management incidents, have different experiences at this setting. This impacts upon their ability to access the curriculum and relax and enjoy their time at nursery. Other children show close bonds with their peers and staff. Staff are particularly attentive and sensitive to the varying needs of babies. Babies 'coo' and explore moving toys outdoors. They bounce on staff members' laps and gaze up at the sky and trees. Toddlers show impressive levels of patience and understanding as they readily follow the routines of the day. Pre-school children are amazed as they watch a bee buzz around their classroom. They recall learning as they remember to 'stay still' and that the bee 'doesn't want to hurt us'. Children behave well, are polite and kind to one another and to staff.

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

- The management team fail to build good working relationships with some staff. This creates a strained environment that impacts on the effectiveness of safeguarding. Allegations made against staff are not managed appropriately or in line with local safeguarding guidance. Some staff do not feel supported in their roles and lack confidence in the ability of the management team. As a result, complaints and concerns are mishandled. This does not ensure the best possible support for children.
- Important, required information is not always shared with parents. This undermines parents' abilities and rights to support their children. The management team fail to recognise that choosing not to share information with parents does not encourage a respectful working partnership. Despite this, parents comment positively on their children's learning and development while at the setting.
- Hazards within the environment are not identified. Stair gates situated at the top of stairs are not routinely kept shut and not secure. Additionally, the management team are unaware that some nursery devices, such as those used in pre-school, have open access to the internet. These devices are not monitored

and the management team were unaware of the manner in which they are being used. This does not support children's safety.

- Inappropriate behaviour management strategies hinder some children's ability to engage and learn. The management team do not take swift action to ensure all children feel safe and secure enough to learn. For other children, literacy and communication and language based activities promote a love of reading. Babies are mesmerised as staff sing to them outside, they show some understanding as they begin to dance along. Toddlers take turns to choose stories and chant key lines from their favourite books. Pre-school children engage in meaningful conversations and explain plot lines. These skills are important as children prepare for the next stages in their learning, including the move to primary school.
- Staff support children who speak English as an additional language effectively. They know these children well and use this information to provide support and encouragement. They learn key phrases in children's home languages. This particularly benefits babies who are settling into the nursery. Their faces beam with joy as they recognise that staff are speaking like their parents. This helps to support some children's emotional well-being and sense of comfort.
- Children learn how to keep themselves healthy. They recognise the importance of good hygiene. Toddlers and pre-school children independently wash their hands before eating and after using the bathroom. Staff accommodate children's dietary needs and preferences well. They make mealtimes a social occasion. Children talk animatedly and enjoy this experience.

Safeguarding

The arrangements for safeguarding are not effective.

The designated safeguarding lead does not have the knowledge to fulfil her role. The management team do not involve her in safeguarding decisions and, therefore, fail to equip her to meet her responsibilities. The management team do not follow correct procedures when allegations are made against staff. This leaves children vulnerable to potential harm. Additionally, devices used within the setting, specifically the pre-school, are not safeguarded effectively. Staff access social media accounts while working with children. While the setting is regularly risk assessed, this is not effective. Some hazards which pose a risk to children go unidentified. This includes open safety gates and a broken radiator cover.

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
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ensure correct procedures are followed in the event of an allegation being made against a member of staff	09/05/2022
ensure required information is shared with parents to maintain their children's safety and welfare	09/05/2022
implement effective risk assessment procedures to ensure hazards are swiftly identified and rectified	09/05/2022
ensure devices used within the setting are appropriately safeguarded, to protect children from potential harm	09/05/2022
ensure designated safeguarding leads have a thorough understanding of their roles and responsibilities to keep children safe.	09/05/2022

To further improve the quality of the early years provision, the provider should:

- strengthen relationships between staff and management to help foster a culture of vigilance.

Setting details

Unique reference number	EY334693
Local authority	Trafford
Inspection number	10236974
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	0 to 4
Total number of places	94
Number of children on roll	156
Name of registered person	Honeysuckle Care Limited
Registered person unique reference number	RP902402
Telephone number	0161 8653803
Date of previous inspection	26 June 2017

Information about this early years setting

Little Learners Day Nursery registered in 2006. The nursery employs 26 members of childcare staff. Of these, 23 hold a relevant early years qualification at level 3 or above. Three members of staff are unqualified. The nursery opens from Monday to Friday, 51 weeks of the year with the exception of one week over the Christmas holiday and bank holidays. Sessions are from 7.30am 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 their evaluation of the provider.
- We carried out this inspection as a result of a risk assessment, following information we received about the provider.
- The inspector viewed the provision and discussed the safety and suitability of the premises.
- The deputy manager and inspector completed a learning walk together of all areas of the nursery and discussed the early years curriculum.
- The inspector observed the quality of education being provided, indoors and outdoors, and assessed the impact that this was having on children's learning.
- The deputy manager and the inspector completed a joint observation and evaluated practice observed together.
- Relevant documentation was scrutinised by the inspector.
- Staff, children and parents shared their views and feedback with the inspector throughout the inspection day.

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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