

Inspection of Little Treasures Nurseries Ltd

The Lighthouse, 12 Haverfield Road, SPALDING, Lincolnshire PE11 2XP

Inspection date: 9 November 2022

Overall effectiveness

Inadequate

The quality of education

Inadequate

Behaviour and attitudes

Inadequate

Personal development

Inadequate

Leadership and management

Inadequate

Overall effectiveness at previous
inspection

Requires improvement

What is it like to attend this early years setting?

The provision is inadequate

Children are not safe, and we have therefore suspended the provider's registration during the inspection. Children are handled physically in an inappropriate manner by some staff. For example, children are pulled by their arms and restrained around their waist while they are visibly distressed. When children lay down to go to sleep, some staff throw their dummy at them and do not give them any comfort. This does not support children's safety and well-being. Staff do not have sufficient knowledge and understanding of the signs and symptoms that indicate a child may be at risk of harm. They do not know how to identify or escalate concerns they may have. Staff do not understand their responsibility in reporting allegations or concerns about staff behaviour.

Staff do not support children to behave well. Children throw large plastic objects at others and down the stairs, and staff respond by raising their voice and, in some circumstances, shouting. Children bite each other and snatch toys from one another, and staff do not respond to this. Children are not appropriately supervised by staff while they play. Staff do not see when children have accidents or know how injuries have happened. Therefore, they do not administer appropriate first aid.

Children receive a significantly poor quality of care and education, as staff lack the necessary knowledge and skills to support them. Staff do not know children's interests, and they have little understanding of what they can do already or about children's culture and backgrounds. Therefore, children's needs are not met. Staff do not know if children speak English as an additional language or if they need any additional support. They explain children's play as doing 'silly little things'. Children struggle to engage in any purposeful play and spend their time wandering the room distressed or seeking out visitors to interact with. Children do not develop close relationships with staff or others. When children are particularly upset, staff do not try to identify why or give them the necessary comfort and support.

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

- Staff lack knowledge and understanding about how children learn and what is expected of them at different ages and stages of learning. They do not identify children's current abilities and do not consider how to support them to build upon these. Therefore, resources and activities staff provide lack challenge, and children are not engaged. Staff do not identify children with special educational needs and or/disabilities (SEND) or provide them with the attention or support they need in a timely manner. Therefore, children with SEND do not make progress.
- Staff do not interact with children well and do not provide purposeful learning

experiences. They tip boxes of resources on the floor outside for children but do not show them how to play with them. Therefore, children spend time kicking and standing on them before wandering the room again.

- Staff use some limited words with young children but fail to remove their dummies so they can babble in response. When older children play briefly with blocks, staff make their own tower in silence and do not comment or talk to children about what they are doing. Staff leave some children alone, unoccupied and upset for most of the day.
- Staff do not teach children skills they need to be ready for the next stage of learning. In the pre-school room, staff put children's shoes and coats on and off for them, collect their belongings from around the room and put them away, all without speaking to them. They do not encourage young children to learn care routines effectively. Some staff squeeze children's nappy area, without talking to them, to check if their nappy is full.
- Staff do not set age-appropriate boundaries for children so they know what is expected of them. They do not support children's behaviour during daily routines, even as the environment becomes dangerous. Staff watch as children climb over each other ready to sit down for lunch. They squash each other up against the wall while they attempt to sit down, standing on one another, and some children hit others. This means that children become extremely upset and are hurt. Visitors have to step in to keep children from further harm.
- Staff do not listen as children tell them they need to use the toilet when they play outside. Therefore, children start to undress, ready to urinate outside. Children are at risk of eating food they are allergic to, as staff do not know what allergies children have and do not check what ingredients food contains. They also do not provide them with water during the day, even when they are coughing.
- Leadership is weak. The manager was absent from the nursery for the majority of the week and there is no named deputy to take charge in the manager's absence. The provider does not consider the impact poor staff practice has on children's daily experiences. They fail to act when staff handle and speak to children inappropriately and do not take all necessary steps to make sure staff working with children are suitable to do so. The training that leaders provide some staff is sporadic and does not raise the quality of care and education they provide.
- Staff do not share information effectively with parents and carers. They do not gather information when children start in order to meet their needs. Parents do not know who their child's key person is or who they spend time with during the day. Some parents explain that communication from staff is extremely poor and that they do not feel comfortable leaving their child at the setting.

Safeguarding

The arrangements for safeguarding are not effective.

Staff do not know the children well and are not aware of other professionals involved in their lives or why this is the case. They do not demonstrate an

understanding of the signs and symptoms that indicate a child may be at risk of harm. Staff do not know or follow the policies and procedures they have in place in the event of a child protection concern, including regarding allegations about staff. They do not ensure children's dietary allergies are catered for effectively. Staff do not supervise children to keep them safe and fail to provide appropriate first aid when needed. Lack of appropriate action and knowledge from leaders and staff mean children are not safe.

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
train all staff so they understand and implement safeguarding policies and procedures effectively, ensuring they consistently identify any possible concerns and take appropriate and swift action to safeguard all children	12/12/2022
take all necessary steps to keep all children safe and well, with particular regard to dietary needs, first aid, and emotional well-being	12/12/2022
take all necessary steps to ensure anyone working directly with children is suitable to do so and concerns about suitability are identified and appropriate action taken in a timely manner	12/12/2022
ensure effective arrangements are in place that provide effective support, coaching and training for all practitioners, to tackle poor teaching	12/12/2022
ensure staff understand and fulfil their role as a key person effectively so that the care and education provided are tailored to meet the needs of every child, including children who speak English as an additional language	12/12/2022

ensure staff and leaders meet the needs of children with SEND	12/12/2022
ensure information is accurately gathered from and shared with parents and carers in an effective manner, to be able to meet children's needs and keep them safe	12/12/2022
ensure children are suitably supervised at all times	12/12/2022
ensure children's behaviour is managed appropriately and that they are supported to understand what is expected of them	12/12/2022
ensure there is sufficient leadership in the setting, including a named manager and deputy manager who have sufficient knowledge and skills to fulfil the role.	12/12/2022

Setting details

Unique reference number	EY401199
Local authority	Lincolnshire
Inspection number	10258860
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register
Day care type	Full day care
Age range of children at time of inspection	0 to 4
Total number of places	106
Number of children on roll	82
Name of registered person	Little Treasures Nurseries Ltd
Registered person unique reference number	RP909923
Telephone number	01775 714 224
Date of previous inspection	12 April 2022

Information about this early years setting

Little Treasures Nurseries Ltd. registered in 2010 and is located in Spalding, Lincolnshire. The nursery employs 9 members of childcare staff. Of these, seven hold appropriate early years qualifications at level 2 and above. The nursery opens from Monday to Friday, 7am until 6pm, all year round. The nursery provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspector

Lora Teague

Inspection activities

- The inspector discussed the continued impact of the pandemic with the provider and has taken that into account in their evaluation of the provider.
- The area manager and inspector conducted a learning walk together, discussing the learning intention for children and how the environment is arranged.
- The area manager and inspector observed and evaluated staff interacting with children.
- The inspector observed staff and children of all ages throughout the setting.
- The inspectors held discussions with staff and the area manager regularly during the inspection.
- Parents' and carers' views were taken into consideration.
- A sample of documentation was reviewed, including paediatric first-aid certificates, suitability checks and safeguarding policies and procedures.
- The provider resigned their registration with Ofsted before the Welfare Requirements Notice could be served.

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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