

Inspection of Pro Learning Studio CIC

Unit B, Peacock Court, Ringlet Road, Hemel Hempstead, Hertfordshire HP2 7DP

Inspection date:

7 February 2023

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's safety is not assured at the nursery. The provider does not always meet the staff-to-child ratio or ensure there are sufficient suitably qualified staff present. This has an impact on children's safety, learning and development. Very young children share the room with older children and, at times, the room becomes cluttered with small toys left on the floor. Younger children find it difficult to move around without treading on objects. The lack of supervision of children while staff busy themselves with daily routines and the ineffectiveness of risk assessment, affects children's safety and motivation to get involved in activities and learn.

Children do not receive a good enough early years education. Children do not benefit from a well-planned curriculum that builds on what they already know and can do. This hinders their ability to become keen learners. Children frequently wander around the room with no purpose to their play and begin to use the resources inappropriately. For example, children start to throw the items from a sensory box activity, when the intention was to help children develop their language skills. This means that little sustained learning takes place.

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

- Leadership of the setting is weak, and the provider has not ensured that the nursery has a suitably qualified and experienced manager or deputy in place. Not all staff have the necessary skills to help children learn well. Therefore, at times, staff lack direction and do not receive the training, coaching and mentoring they need to improve their teaching skills.
- There has been a high turnover of staff. The provider is not meeting the legal requirements. The provider does not meet the staff-to-child ratio all of the time. Therefore, there are not enough staff with the necessary skills and qualifications to provide a good level of care and education. As a result, children do not gain the broad range of skills and experiences that they need to succeed in life, and school, when the time comes.
- Staff do not consistently implement good hygiene practices. They do not ensure children wash their hands before eating food and children do not learn the importance of preventing the spread of germs.
- Children do not benefit from daily fresh air. Although children have indoor opportunities to develop their coordination skills, they do not have access to daily outdoor activities. This means that some children who learn best from being outside are unable to do so.
- Staff do not implement an effective programme of learning for communication and language. The room is loud, and babies are unable to hear sounds or develop language due to the background noises. Staff do not model appropriate words to babies to develop their language.

- Children's growing independence is not sufficiently promoted or nurtured by staff. Staff begin to give children support to cut up fruit. However, staff quickly complete the task and move on to the next activity because of the demands on their time.
- All children sit and choose familiar songs to sing as part of the daily routine. However, staff have not considered the length of these group times to ensure all children stay focused, particularly the very young children. Consequently, intentional learning opportunities throughout the adult-led sessions are limiting, and children are not always supported in achieving the very best outcomes.
- Parents comment on the kind and caring staff. They appreciate the information they receive about their children's day.

Safeguarding

The arrangements for safeguarding are not effective.

Risk assessments are ineffective. Staff deployment is, at times, poor. Staff are not alert to where children are and what they are doing. There are insufficient staff to manage the number of daily routines, such as opening the door, changing nappies outside the room and supervising children while eating and playing. Staff have an appropriate understanding of the signs and symptoms of abuse and who to report any concerns to. All staff have undergone training and know what to do in the event of an allegation against themselves or a colleague. The recruitment procedures are robust, and the suitability of staff is checked.

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
improve support to staff to undertake appropriate training and professional development opportunities to ensure they offer quality learning and development	24/02/2023
ensure there is a suitably qualified manager and named deputy	24/02/2023
ensure that children are suitably supervised at all times to maintain their safety	24/02/2023

ensure that for children under two there is at least one member of staff for every three children and at least one member of staff holds an approved level 3 qualification	24/02/2023
ensure that for children aged three and over there is at least one member of staff for every eight children and at least one member of staff holds an approved level 3 qualification	24/02/2023
ensure children's health and hygiene are promoted and that steps are taken to prevent the spread of infection	24/02/2023
ensure outdoor activities are planned and taken daily	24/02/2023
take all reasonable steps to ensure that children are not exposed to risks and demonstrate how risks are managed to keep children safe.	24/02/2023

To meet the requirements of the early years foundation stage, the provider must:

	Due date
ensure all children are provided with a high-quality provision that is safe and stimulating, where they are able to enjoy consistent, meaningful learning and grow in confidence	24/02/2023
ensure the curriculum intent is clear and all staff understand what they are teaching children and how best to meet their individual development needs	24/02/2023
ensure staff support all children's communication and language development	24/02/2023

ensure the organisation of large-group times is organised, so all children receive rich learning opportunities during this time.	24/02/2023
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Setting details

Unique reference number	2648240
Local authority	Hertfordshire
Inspection number	10277503
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	Sessional day care
Age range of children at time of inspection	1 to 4
Total number of places	35
Number of children on roll	29
Name of registered person	Pro Learning Studio CIC
Registered person unique reference number	2648238
Telephone number	01442 209005
Date of previous inspection	Not applicable

Information about this early years setting

Pro Learning Studio CIC registered in 2021. The setting employs six members of childcare staff, of whom five hold appropriate early years qualifications at level 2 or above, including one who is qualified to level 6. The nursery opens from 7.45am until 5.30pm, Monday to Friday, all year round. It provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspector

Lisa Topham

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.
- The inspector viewed the provision and discussed the safety and suitability of the premises.
- The provider joined the inspector on a learning walk and talked to the inspector about their curriculum and what they want their children to learn.
- Staff spoke to the inspector during the inspection.
- The inspector spoke with the nominated individual/registered individual about the leadership and management of the setting.
- The inspector observed the quality of education being provided indoors and assessed the impact that this was having on children's learning.
- The inspector spoke to several parents during the inspection and took account of their views.
- The provider showed the inspector documentation to demonstrate the suitability of staff.

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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