

Inspection of Little Gems Nursery

Abbotsford Preparatory School, 211 Flixton Road, Manchester M41 5PR

Inspection date: 1 August 2023

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

Significant weaknesses in leadership and management put children at risk of harm. The manager has failed to ensure that child protection procedures are implemented in practice. Staff do not have adequate knowledge of how to safeguard children. On occasions, ratio and qualification requirements are not met. Staff deployment is not always effective to ensure children are sufficiently supported and supervised. Some staff are left unsupervised with children having not been adequately vetted, such as not having had an enhanced criminal records check. These breaches compromise children's safety, as staff's suitability has not been adequately checked, and have a negative impact on the quality of education they receive. Leaders have not ensured that risk assessments inform staff practice and that they are able to identify risks to keep children safe. Staff do not ensure that the environment is safe for children to access. This puts children at risk of injuring themselves.

The quality of education is poor. Interactions with children are limited, and learning is infrequent. Staff do not effectively use their observations of children to support them in planning stimulating and purposeful experiences that will help children progress in their development. This often results in children being disengaged from their learning. Some staff do not have a good understanding of the developmental goals for the children in their care. This is particularly in regard to children with special educational needs and/or disabilities (SEND). This results in children not receiving a good quality of education tailored to meet their individual needs.

Despite the significant weaknesses across the nursery, the manager did take some steps to rectify some of these weaknesses on the day. For example, they made changes to the deployment of staff to ensure that children were supervised.

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

- Leaders have a poor oversight of the nursery. They do not ensure that the safeguarding policy is consistently implemented. This impacts safeguarding practice, as some staff have their personal mobile phones in the rooms while working directly with children, which is not in line with the safeguarding policy. This compromises children's safety.
- Some staff demonstrate a weakness in their understanding of child protection, in particular the allegations management policy. Additionally, some staff are not clear on the process to follow if they have concerns about the conduct of another member of staff. This does not protect children's well-being and welfare.
- Due to a lack of oversight from the manager, there have been failings in checking that all staff are suitable to work with children. The manager does not

keep up-to-date and accessible records of staff suitability. Some staff have not been subject to robust vetting procedures. Several staff who have unsupervised access to children have not undergone enhanced criminal records checks. This puts children at risk of harm, as they are exposed to unsupervised contact with individuals who have not been vetted.

- The manager does not ensure staff are deployed effectively. At times, the ratio and qualification requirements for the number of staff available to work directly with children are not met. For example, on the day of the inspection, two unqualified members of staff were left to supervise a group of pre-school children in the outdoor area. This impacts on the children's safety.
- Children with SEND are not always well supported. Staff are aware of children's care needs. However, the manager does not ensure that staff that are deployed to work with children with SEND are aware of their identified learning targets. This results in children not engaging in experiences tailored to meet their individual needs. Therefore, children with SEND do not make the progress they are capable of.
- Leaders do not ensure that risk assessments are effective in informing staff practice and keeping children safe. For example, children are allowed to play on a swing which is not secure and tips forward when used. Furthermore, the manager does not ensure that procedures for risk assessing the safety of the environment are completed. This results in children accessing environments which pose numerous risks of harm to them.
- Arrangements for assessing children's learning are poor. The management team does not ensure staff understand how to use their observations of children's learning to assess progress. For instance, staff do not use assessments to plan children's individual next steps in their learning. Therefore, children do not make good progress.
- Staff do not plan interesting and focused experiences to engage children. This results in children not demonstrating positive attitudes to learning. Children are unable to concentrate for long periods of time. For example, children quickly disengage from activities and move on to something else. Children do not experience a good quality of education.
- The provider has failed to notify Ofsted of changes, such as changes to the premises which affect the space available for children. This results in Ofsted being unable to assess whether this change impacts on the safety and well-being of the children.

Safeguarding

The arrangements for safeguarding are not effective.

Leaders have not ensured that staff understand the referrals process should they have a concern about the welfare of a child, in particular which professionals to refer concerns to outside the nursery. Leaders have failed to ensure staff are able to identify and minimise or remove hazards in the environment, such as trailing wires and an abundance of plastic bags in reach of children. These pose a risk of tripping or suffocation. Leaders have not implemented effective vetting processes

and suitability checks. This has led to children having unsupervised contact with individuals whose suitability has not been confirmed. Consequently, children's safety is compromised.

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
ensure all staff understand the safeguarding policy and procedures, with particular regard to allegations being made against staff and the use of mobile phones	18/08/2023
ensure effective systems, including vetting processes and criminal records checks, are in place to determine if individuals are suitable to work with children	18/08/2023
ensure staff are adequately supervised until their suitability to work with children has been fully assessed	18/08/2023
ensure that records are easily accessible and available	18/08/2023
ensure that ratio and qualification requirements for the total number of staff available to work directly with children are met at all times	18/08/2023
put in place arrangements to support children with special educational needs and/or disabilities that ensure they receive tailored experiences that meet their learning needs	18/08/2023
take all reasonable steps to ensure children are not exposed to risks, and ensure that risk assessments inform staff practice, so that the environment is safe and secure.	18/08/2023

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

	Due date
devise and implement an ambitious curriculum that consistently motivates, engages and stimulates all children through enjoyable and purposeful experiences	05/09/2023
ensure staff offer quality learning and development experiences for children that continually improve, using assessments to understand children's level of achievement and shaping learning experiences to help them make good progress.	05/09/2023

Setting details

Unique reference number	EY473053
Local authority	Trafford
Inspection number	10305994
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register
Day care type	Full day care
Age range of children at time of inspection	0 to 3
Total number of places	36
Number of children on roll	71
Name of registered person	AS Northern Limited
Registered person unique reference number	RP533058
Telephone number	01617483261
Date of previous inspection	9 January 2023

Information about this early years setting

Little Gems Nursery registered in 2013. The nursery is situated in the grounds of Abbotsford Preparatory School, located in Manchester. The nursery employs 20 members of childcare staff. Of these, 12 hold appropriate early years qualifications at level 3 or above. The nursery opens from Monday to Friday all year round. Sessions are from 7.30am to 6pm. The nursery provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspector

Joanne Buckley

Inspection activities

- The inspector discussed any continued 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 inspector discussed the curriculum and what they want children to learn with the deputy manager and staff.
- Children spoke to the inspector during the inspection.
- The inspector talked to staff at appropriate times during the inspection and took account of their views.
- 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 inspector observed the interactions between staff and children.
- The inspector carried out a joint observation of a communication and language activity with the deputy manager.
- The inspector looked at relevant documentation and reviewed evidence of the suitability of staff working in the nursery.

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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