

# Active Kids Day Nursery

Active Kids Nursery, Scan House, Moorfield Road Estate, Yeadon, LEEDS, LS19 7BN



## Inspection date

14 November 2016

Previous inspection date

7 May 2013

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Inadequate</b>	<b>4</b>
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Inadequate	4
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Inadequate	4

## Summary of key findings for parents

### This provision is inadequate

- Children are not safeguarded. Systems for determining staff's suitability and for ensuring their continued suitability are ineffective. Furthermore, staff have a poor understanding of child protection issues and the policies and procedures are not in line with legislative changes.
- Children's safety and welfare is compromised. Staff are not diligent enough in their supervision of children and staffing arrangements do not always meet the needs of the children and ensure their safety. Not all potential risks are identified and minimised. In addition, attendance records are not always completed accurately.
- The provider is unable to evidence that the person who takes charge in the absence of the manager is suitable to do so.
- The key-person system is not effective in supporting children's emotional well-being during their transition to the nursery.
- There are significant weaknesses and inconsistencies in the quality of teaching. Planned activities for children under three years are sometimes inappropriate and children become disengaged. In addition, the provider does not monitor staff's practice in order to drive improvements.
- Assessments are inaccurate and staff are unable to identify and plan children's next steps in learning precisely. This has a further impact on the accuracy of information sharing with parents.

### It has the following strengths

- Children thoroughly enjoy being outdoors where they have ample opportunities to explore and investigate.

## What the setting needs to do to improve further

### The provision is inadequate and Ofsted intends to take enforcement action

We will issue a Welfare Requirements Notice requiring the provider to:

	<b>Due Date</b>
<ul style="list-style-type: none"> <li>■ implement rigorous procedures for the vetting of all individuals likely to have regular contact with children, to establish their suitability for their roles.</li> </ul>	30/11/2016
<ul style="list-style-type: none"> <li>■ ensure you consistently record information about the identity checks and vetting processes completed on all individuals likely to have regular contact with children, including criminal records disclosure reference numbers, the date of issue and details of who obtained it</li> </ul>	30/11/2016
<ul style="list-style-type: none"> <li>■ ensure that all staff are trained to gain and maintain a secure knowledge and understanding of your safeguarding policy and procedures</li> </ul>	30/11/2016
<ul style="list-style-type: none"> <li>■ develop and maintain your safeguarding policy and procedures to ensure they are in line with current guidance and procedures of the Local Safeguarding Children Board (LSCB)</li> </ul>	30/11/2016
<ul style="list-style-type: none"> <li>■ ensure staff are aware of the expectation for them to disclose any information that may affect their suitability to work with children</li> </ul>	30/11/2016
<ul style="list-style-type: none"> <li>■ ensure that staff are suitably deployed and sufficiently vigilant to meet children's needs and ensure their safety at all times</li> </ul>	30/11/2016
<ul style="list-style-type: none"> <li>■ identify potential hazards to children in all areas of the premises and take action to minimise them</li> </ul>	30/11/2016
<ul style="list-style-type: none"> <li>■ ensure that the daily record of children's attendance is accurate</li> </ul>	30/11/2016
<ul style="list-style-type: none"> <li>■ ensure that any person designated to take charge in the absence of the manager is suitable to do so</li> </ul>	30/11/2016
<ul style="list-style-type: none"> <li>■ ensure that the key-person system is effective and meets the needs of all children</li> </ul>	30/11/2016
<ul style="list-style-type: none"> <li>■ implement effective and regular staff supervision arrangements in order to swiftly identify and tackle underperformance and inconsistencies in practice so that teaching and learning is significantly improved</li> </ul>	07/12/2016

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

**Due Date**

- implement effective assessment arrangements to identify children's progress, so that information can be used to accurately plan to meet their future learning needs through challenging and appropriate activities. 09/01/2017

**Inspection activities**

- We carried out this inspection as a result of a risk assessment, following information we received about this provider.
- The inspector observed the quality of teaching during activities indoors and outdoors, and assessed the impact this has on children's learning. She spoke to staff and children at appropriate times throughout the inspection.
- The inspector completed a joint observation with the manager.
- The inspector held a meeting with the manager and provider. She looked at relevant documentation, such as children's records of learning, planning, policies and procedures and evidence of the suitability of staff working in the nursery.
- The inspector spoke to parents during the inspection and took account of their views.

**Inspector**

Rachel Ayo

## Inspection findings

### Effectiveness of the leadership and management is inadequate

The leadership and management of the nursery are weak and there are poor systems for checking the quality of the provision. This results in recurring breaches in statutory requirements. The arrangements for safeguarding are ineffective. Although records confirm that most staff have been subject to checks to determine their suitability, there are no records of the required identity and suitability checks having been completed on some of the newer staff members and college students. In addition, staff are not asked to disclose any information that may impact on their suitability prior to employment and they are also unaware that they have a responsibility to do so throughout their employment. The child protection policy is not in line with the Local Safeguarding Children Board requirements and does not include reference to the use of mobile phones and cameras and wider safeguarding issues. Some staff are unable to identify possible signs of abuse or neglect, including when children may be at risk of harm from extreme behaviours and views. They are also unaware of external reporting procedures. In the absence of the manager, there is a lack of knowledge about how to manage allegations against staff. Weaknesses in staff practice are not quickly and accurately identified in order to offer feedback and specific training and mentoring. This means that the quality of teaching and children's experiences are not improving swiftly enough.

### Quality of teaching, learning and assessment is inadequate

There are significant inconsistencies in the quality of teaching across the nursery. Not all staff have a secure knowledge and understanding of how to promote the learning and development of children under three years of age. Some staff do not know how to teach younger children or build on their learning as they play. Activities are sometimes not appropriate for the specific age group and the learning intentions are often ill matched to the children's needs. Furthermore, staff's expectations of young children's levels of interest and engagement are developmentally inappropriate. Staff who are working with the younger children are failing to accurately observe and assess their progress. This means that the planning of some children's next steps, where this is in place, is not precise enough to ensure that children make the progress they should. Despite this, pre-school children in particular, show good engagement in activities.

### Personal development, behaviour and welfare are inadequate

Staff are not always suitably deployed. Although adult-to-child ratios and general qualification requirements are met, the manager is included in ratios and has to undertake other duties, such as answering the door and making breakfast. This means that she is not always in the room to consistently contribute to the supervision of the children and fully ensure their safety. Risk assessments are not carried out diligently outdoors. This means that hazards, such as stagnant water gathered in play equipment, pose a health risk to children. On occasion, staff do not ensure that the daily attendance record is accurate. Staff do not always pay enough attention to what younger children are doing to anticipate and prevent accidents from occurring. Children's emotional well-being is not fully considered during the settling-in period. This is because children are not allocated a key person to build a secure attachment with while they become familiar with the nursery.

There is a generally suitable exchange of information with parents who express complimentary feedback about the nursery. Mealtimes are sociable occasions where children serve themselves healthy food. Access to the nursery is closely monitored.

### **Outcomes for children are inadequate**

Children are not making good progress from their starting points. Weaknesses in teaching mean that children's ongoing learning needs are not being addressed effectively. Despite this, children behave well. They are sociable, building early friendships as they play collaboratively. They develop skills needed for the eventual move to school, such as independence.

## Setting details

<b>Unique reference number</b>	EY388938
<b>Local authority</b>	Leeds
<b>Inspection number</b>	1077515
<b>Type of provision</b>	Full-time provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Age range of children</b>	0 - 5
<b>Total number of places</b>	38
<b>Number of children on roll</b>	62
<b>Name of registered person</b>	Active Kids (Yeadon) LLP
<b>Registered person unique reference number</b>	RP528759
<b>Date of previous inspection</b>	7 May 2013
<b>Telephone number</b>	01132397288

Active Kids Day Nursery was registered in 2007. The setting employs 13 members of childcare staff. Of these, 11 hold appropriate qualifications, eight at level 3, two at level 4 and one at level 5. The setting opens from Monday to Friday all year round, excluding the week between Christmas and New Year. Sessions are from 7.30am until 6pm. The setting provides funded early education for two-, three- and four-year-old children.

This inspection was carried out by Ofsted 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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