

Windmill Nursery Ltd

25 Church Lane, Middleton Cheney, Banbury, Oxfordshire, OX17 2NS



Inspection date	27 July 2017
Previous inspection date	31 January 2014

The quality and standards of the early years provision	This inspection:	Inadequate	4
	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

- There are insufficient staff working in the nursery to meet the needs of the children and supervise them appropriately. This places children's safety at risk.
- The provider fails to evaluate practice adequately. Breaches of the Early Years Register and Childcare Register requirements are not recognised. Management does not implement effective recruitment and induction procedures. Staff have a weak understanding of safeguarding issues, including the 'Prevent' duty guidance.
- The key-person system is ineffective. Staff do not pass on children's key information to help other staff who are caring for them, especially during the holiday time.
- Important records, such as children's attendance registers and references for new staff, are not kept on the nursery premises.
- Management does not monitor staff practice effectively. Supervision is weak and staff's poor practice and underperformance is not addressed.
- Weaknesses in the quality of teaching and in monitoring children's progress do not enable staff to support them to make the progress that they are capable of.
- Assessment and planning are weak. Staff do not plan appropriate activities for the children. Proper consideration is not given to the differing needs of the children. As a result, children are not always engaged in purposeful learning.

It has the following strengths

- Children enjoy some activities, especially in the garden and sandpit.

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:

	Due Date
<ul style="list-style-type: none"> ■ ensure there are sufficient staff deployed on the premises at all times to meet children's individual needs, make sure that children are adequately supervised and to meet the ratio requirements 	21/08/2017
<ul style="list-style-type: none"> ■ ensure that staff have an up-to-date knowledge of safeguarding matters including the 'Prevent' duty to effectively safeguard children 	21/08/2017
<ul style="list-style-type: none"> ■ implement effective recruitment systems to ensure that any person who has regular contact with children is suitable 	21/08/2017
<ul style="list-style-type: none"> ■ ensure that there is an effective key-person system to meet children's individual needs 	21/08/2017
<ul style="list-style-type: none"> ■ ensure that important records and information are readily available when required 	21/08/2017
<ul style="list-style-type: none"> ■ ensure that there is a robust induction procedure for new staff and a suitable programme of ongoing support for all staff, in order for them to fully understand their roles and responsibilities and the policies of the nursery 	21/08/2017
<ul style="list-style-type: none"> ■ ensure that teaching is monitored effectively and take action to raise the overall quality, promoting children's interests and ensuring children make at least good progress in their learning. 	15/09/2017

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

	Due Date
<ul style="list-style-type: none"> ■ ensure that the arrangements for monitoring children's progress are effective, and that staff use the information gained to plan and provide challenging and enjoyable learning experiences to meet each child's individual needs. 	15/09/2017

Inspection activities

- The inspector observed activities in the indoor play areas and the outdoor learning environment. He conducted a joint observation with the deputy manager.
- The inspector held a meeting with the deputy manager of the nursery. He spoke to staff and children throughout the inspection when appropriate.
- The inspector looked at children's assessment and planning documentation, the nursery's risk assessment and safety records.
- The inspector checked evidence of suitability and qualifications of staff working within the nursery and a range of other documentation.
- The inspector spoke to a selection of parents during the inspection and took account of their views.

Inspector

Ben Hartley

Inspection findings

Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding are ineffective. The provider and manager do not implement thorough recruitment and induction procedures for new staff. Information and training for new staff is very limited and does not ensure that staff are fully aware of their responsibilities to keep children safe. Critical information about safeguarding, such as the 'Prevent' duty guidance, is not shared with staff and as a result they do not have a sufficient understanding of possible indicators that a child may be at risk of harm and of the procedures to follow in the event of a concern. Staff deployment is not effective and, on occasions, there are insufficient numbers of staff to meet the required adult-to-child ratios. This also affects their ability to supervise children effectively and limits how the learning environment can be used. Some important documents, such as registers and records of references taken for new staff are not readily available as required. Systems for staff supervision are weak and do not provide staff with suitable support to improve the quality of their safeguarding knowledge and teaching. This has a very adverse effect on the overall quality of the nursery. There is an insufficient reflection on practice to identify any weaknesses or sustain any improvements. The management team has failed to identify or address breaches of requirements and the detrimental effect of these on children.

Quality of teaching, learning and assessment is inadequate

Teaching is inconsistent. Staff do have some positive interactions with children. For example, during their free play, they ask questions that support children's communication development and enable them to share their home experiences. However, despite most staff being qualified and childcare trained, there is a complete lack of effective planning and assessment, particularly in school holidays and some adult-led activities do not engage children. Additionally, these activities do not have sufficient resources to be completed meaningfully and provide children with any worthwhile learning. Staff do not plan effectively, and this leads to times where the children are disinterested and disengaged. Staff do not act quickly when children are disinterested. Many activities are inaccessible for younger children and lack sufficient challenge for older children. The management team fails to suitably monitor children's progress to identify and close any gaps in their learning. The environment is not used effectively. Although children have regular access to the outdoors, the garden area and sandpit are used sparingly throughout the day. When children are given access to these areas, they engage in some learning and enjoy building sandcastles. Staff share some information with parents, which they find useful.

Personal development, behaviour and welfare are inadequate

Children's welfare and safety cannot be assured due to the weaknesses in safeguarding measures. Staff are warm and caring towards the children and this helps to calm new children when they are upset. However, they do not have sufficient understanding of how to effectively safeguard and protect children. Furthermore, due to the way the environment is organised, staff cannot effectively supervise children, especially as they do not always meet the required adult-to-child ratios. The key-person system is ineffective.

There are no effective systems in place to ensure that important information about children's care and learning is available to other staff when their key persons are not present and children are not assigned another key person when necessary. This means that children's emotional well-being is not given proper consideration and affects the staff's ability to meet children's individual needs. Staff do teach children about suitable hygiene routines, such as making sure they wash their hands before eating their snack.

Outcomes for children are inadequate

The variable quality of teaching and the weaknesses in safeguarding impact negatively on the progress that children make. Younger children do not gain a solid foundation to help prepare them for the next stage in their learning. Children lack motivation and activities are not sufficiently challenging or targeted to their individual learning needs. They are not sufficiently engaged during adult-led activities. Children do not develop the important skills they need for their future learning and the move on to school.

Setting details

Unique reference number	220292
Local authority	Northamptonshire
Inspection number	1087669
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Age range of children	2 - 11
Total number of places	33
Number of children on roll	46
Name of registered person	Windmill Nurseries Limited
Registered person unique reference number	RP903286
Date of previous inspection	31 January 2014
Telephone number	01295 712964

Windmill Nursery Ltd registered in 1992 and is located in Banbury, Oxfordshire. The nursery employs 10 members of childcare staff, eight of whom hold appropriate qualifications at level 2 or above. This includes one member of staff who holds an early years degree. The nursery is open from 8am until 6pm, Monday to Friday, all year around. The provider receives funding to provide free early education for children aged three and four years.

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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