

Little People's Learning Academy

10-12 Wakeman Street, Worcester, WR3 8BQ



Inspection date	9 January 2018
Previous inspection date	7 January 2016

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		Requires improvement	3
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Requires improvement	3

Summary of key findings for parents

This provision is inadequate

- Children's welfare is put at significant risk because there are weaknesses in management's and staff's safeguarding and child protection knowledge. They do not follow procedures for reporting and sharing any concerns about children's safety and welfare with the local social services.
- Risk assessments are not robust enough to ensure that all potential hazards, such as the danger of hot radiators, are minimised to ensure children's safety and welfare.
- Children's individual needs are not met. While babies are provided with appropriate bedding and sleeping facilities, older children who fall asleep during the day are left to sleep on the bare floor.
- Staff do not plan daily outdoor activities for younger children to help promote their physical health and well-being.
- The quality of teaching and activities planned for the children are not consistently good enough. Children frequently become distracted and lose interest during activities.
- Parents are not provided with enough information about the plans for their children's future learning to enable them to be able to fully support children's learning at home.
- Self-evaluation is not effective and does not help to identify significant weaknesses.

It has the following strengths

- Staff are caring and friendly. Children have formed good bonds with them, they are happy and settled.

What the setting needs to do to improve further

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

	Due Date
<ul style="list-style-type: none"> ■ ensure that managers and staff recognise possible signs of abuse and neglect, and that an appropriate and prompt referral is made if safeguarding concerns arise about a child 	09/02/2018
<ul style="list-style-type: none"> ■ conduct rigorous risk assessments to minimise any potential hazard in the environment to ensure children's safety and welfare 	09/02/2018
<ul style="list-style-type: none"> ■ ensure an adequate supply of bedding and sleeping facilities are provided to meet the children's individual needs 	09/02/2018
<ul style="list-style-type: none"> ■ ensure that outdoor activities for younger children are planned for on a daily basis, unless circumstances, such as unsafe weather, make this inappropriate 	09/02/2018
<ul style="list-style-type: none"> ■ plan and provide stimulating learning opportunities to ensure children are engaged in their learning, to promote their progress as well as possible. 	09/02/2018

To further improve the quality of the early years provision the provider should:

- provide more information to help parents to continue with their children's learning at home
- improve self-evaluation to help identify and address significant weaknesses in practice.

Inspection activities

- The inspector observed the quality of teaching and learning during activities indoors and outside, and assessed the impact this has on children's learning.
- The inspector completed a joint observation with the provider who is also the manager.
- The inspector sampled a range of documentation, including policies, children's records and evidence of staff suitability.
- The inspector spoke to parents during the inspection and took account of their views.
- This inspection was carried out following the risk assessment process.

Inspector

Amanda Tompkin

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is not effective. Staff who have lead responsibility for safeguarding do not recognise and respond appropriately to possible signs of neglect or abuse. Relevant agencies have not been informed of concerns regarding the safety and welfare of children. This compromises children's welfare and puts them at continued risk of harm. In addition, risk assessments do not ensure children's safety is fully promoted. Children play closely to hot radiators, putting them at risk. However, effective procedures are in place to ensure the safe use of mobile phones in the setting. Suitable recruitment procedures are followed and staff are checked for their suitability to work with children. All staff are trained in paediatric first aid. They supervise children well and are deployed well. Appropriate induction procedures are followed and staff receive regular supervision meeting. This gives staff an opportunity to discuss their roles and set targets for improvements. Staff have attended further training and are able to contribute to future plans for improvement. However, self-evaluation is not robust enough to highlight weaknesses in practice to ensure children's welfare is promoted effectively. Parents are positive about the nursery. They say that their children enjoy attending and are happy in the care of the staff. Parents also express their satisfaction about how staff and managers respond to their requests and follow these within the children's daily routine.

Quality of teaching, learning and assessment requires improvement

The manager gathers required information from parents before children start at the setting. However, activities provided are not consistently stimulating or engaging and children do not have rewarding experiences. Frequent interruptions often hinder children's ability to concentrate. This leads to children becoming bored and distracted. While the manager oversees children's development to help identify any gaps in their learning, information about children's progress is not consistently shared with parents to enable them to continue children's learning at home. Some experiences offered to children are appropriate. For example, through staff encouragement older children act out a favourite story as they go on a bear hunt in the garden. Younger children's communication and language skills are promoted. Staff reinforce new words and encourage children to copy and repeat new sounds.

Personal development, behaviour and welfare are inadequate

Children's welfare is significantly compromised due to weaknesses in safeguarding procedures. While older children benefit from spending time in the garden, this is not extended to the babies. This does not help to promote babies health and well-being. In addition, older children's sleeping arrangements are not managed well. On occasion children are left to sleep on the floor without appropriate bedding. However, babies' milk feeds are freshly prepared according to individual routines. Meals are healthy, nutritious and take account of children's individual dietary needs. Children's behaviour is managed appropriately. Staff remind children of the importance of sharing and taking turns. Staff implement appropriate hygiene routines. They provide information to parents when illnesses are present in the nursery. Toilet facilities for adults and children are appropriate.

Children learn to keep themselves safe through routines implemented by staff. Regular emergency evacuations are practised and fire exits are clear of obstructions.

Outcomes for children require improvement

Most children are working at typical levels of achievement for their age. However, they are not supported well enough to become highly effective learners. Children have some opportunities to listen to stories and join in with songs and rhymes. They are becoming independent and are learning to take care of their own needs. Children are developing a range of basic skills in readiness for school.

Setting details

Unique reference number	EY371898
Local authority	Worcestershire
Inspection number	1120512
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	0 - 6
Total number of places	30
Number of children on roll	48
Name of registered person	Gillian Sheila Adshead
Registered person unique reference number	RP514124
Date of previous inspection	7 January 2016
Telephone number	01905 330 144

Little People's Learning Academy registered in 2008 and opens from 8am to 6pm. The nursery employs nine members of childcare staff. Of these, five staff hold early years qualifications at level 5 and three staff hold appropriate qualifications at level 3. The nursery opens all year, from Monday to Friday, except for bank holidays and a week at Christmas. The nursery provides funded early education for two-, three- and four-year-old children.

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