

# Mountlands Day Nursery

36 Vicarage Road, Gloucester, GL1 4LD



<b>Inspection date</b>	28 June 2018
Previous inspection date	Not applicable

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Inadequate</b>	<b>4</b>
	Previous inspection:	Not applicable	
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

- The manager has a poor understanding of checking the suitability of staff in relation to the disqualification requirements. She is not aware of the need to check whether staff are disqualified from working with children.
- Staff do not always manage children's behaviour effectively to help them to manage their feelings appropriately.
- The manager has a poor understanding of the requirement to notify Ofsted about significant events or incidents that occur, such as when a child becomes ill and needs medical assistance.
- Systems used to monitor children's progress are not fully effective. Assessments of children's progress are not precise and accurate and planning does not reflect children's individual learning needs. Children make some progress in their learning.
- The management team does not support staff performance well. They do not recognise when staff need support to develop their teaching skills and knowledge further.
- Self-evaluation is not effective. The manager does not seek feedback from parents and staff to support her in evaluating the service that is provided. She has failed to identify the breaches of requirements and the weaknesses in practice.

### It has the following strengths

- Children enjoy physical play. They benefit from regular fresh air and exercise.
- Children are happy and settled. Resources provided reflect the diverse lives and backgrounds of other cultures.

## 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:

	<b>Due Date</b>
<ul style="list-style-type: none"> <li>■ develop knowledge of the requirements relating to disqualification, including by association, to ensure that staff understand how their suitability to work with children can be affected by their associations</li> </ul>	31/07/2018
<ul style="list-style-type: none"> <li>■ support staff to provide clear and consistent boundaries for children to manage their behaviour appropriately, including helping them to adjust their behaviour to different situations</li> </ul>	31/07/2018
<ul style="list-style-type: none"> <li>■ develop knowledge of any significant events that must be notified to Ofsted</li> </ul>	31/07/2018
<ul style="list-style-type: none"> <li>■ use information gathered from assessments of children's progress to plan activities that offer appropriate levels of challenge</li> </ul>	31/07/2018
<ul style="list-style-type: none"> <li>■ develop procedures to monitor staff performance effectively and provide opportunities for staff to develop their knowledge and teaching skills.</li> </ul>	31/07/2018

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

- develop methods to involve the parents and staff in making an accurate evaluation of the service that is being provided to identify and target areas for improvement.

## Inspection activities

- This inspection was carried out following Ofsted's risk assessment process.
- The inspector looked at written documents, including staff files, policies, procedures and risk assessments.
- The inspector held a leadership and management meeting with the manager and spoke to the staff and children at appropriate times during the inspection.
- The inspector took into account the views of the parents spoken to on the day of the inspection.
- The inspector observed the quality of teaching and the interactions between the staff and children. She carried out a joint observation with the manager.

## Inspector

Victoria Nicolson

## Inspection findings

### **Effectiveness of the leadership and management is inadequate**

The arrangements for safeguarding are not effective. The management team does not have a sufficient understanding of how to check the suitability of staff. They do not understand disqualification and how staff suitability can be affected by the suitability of the people who they live with. Staff understand safeguarding procedures, including the indicators that may cause them to be concerned about a child's welfare. The management team does not fully understand the requirement to notify Ofsted about significant events and incidents, such as when a child has a serious illness. Although staff are well qualified, the management team does not monitor staff practice to identify weak teaching to target training and support accordingly. Staff do not have support to develop their skills and knowledge further. The management team has developed policies and procedures that are available for parents and staff to access. This includes a procedure to follow to raise concerns or a complaint.

### **Quality of teaching, learning and assessment requires improvement**

Staff interact with the children well. They observe and assess children's progress on a regular basis. However, assessments are not fully accurate or precise. Staff do not provide individual children with the appropriate levels of challenge to support them to make the progress that they are capable of. Staff plan some activities that motivate children to be involved. For example, they enjoy using different methods to try and 'free' the baby dinosaurs from their ice eggs. However, at times, children become bored easily during free play. Staff share information with parents about their child's day and their involvement in the activities.

### **Personal development, behaviour and welfare are inadequate**

Weaknesses in leadership, management and safeguarding measures comprise children's welfare. On occasions, children listen and follow instructions. However, when the routines are not organised well children get bored and their behaviour changes. For example, children become loud and play fight while they wait for their lunch or as they move between rooms. Staff do try to manage behaviour but on occasions children ignore them and continue to be disruptive. This has a negative impact on the other children. Staff manage children's care needs well. For instance, they use their key-person scheme effectively to get to know the children and their families.

### **Outcomes for children require improvement**

Children gain some skills that prepare them for their future learning. For example, older children are imaginative and enjoy being involved in storytelling and the younger children develop their physical skills well, such as through playing catch in the garden. Due to inaccuracies in assessment information used for planning, activities do not build effectively on what children know and can do. Children are not suitably challenged.

## Setting details

<b>Unique reference number</b>	EY549276
<b>Local authority</b>	Gloucestershire
<b>Inspection number</b>	1139757
<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>	2 - 4
<b>Total number of places</b>	23
<b>Number of children on roll</b>	46
<b>Name of registered person</b>	Sparkling Angels Ltd
<b>Registered person unique reference number</b>	RP549275
<b>Date of previous inspection</b>	Not applicable
<b>Telephone number</b>	01452 506880

Mountlands Day Nursery registered in January 2018. It operates in Gloucester, Gloucestershire. The setting is open from 8.30am to 5.30pm, Monday to Friday, except for one week over Christmas and Easter. The owner employs seven members of childcare staff, five of whom hold appropriate childcare qualifications at level 3. The setting receives funding for the provision of free early education for children aged two, 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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