

Munchkins Nursery

Unit 1, Canal Court Business Centre, CARLISLE, Cumbria CA2 7AN



Inspection date	24 July 2019
Previous inspection date	22 November 2016

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

Summary of key findings for parents

This provision is inadequate

- Leadership is weak. Leaders do not monitor the quality of practice well enough to ensure that all legal requirements are met. This means there are significant breaches to requirements that place children at significant risk of harm.
- Leaders do not ensure that at least one person who holds a valid paediatric first-aid certificate is on the premises and available at all times when children are present or when accompanying children on outings.
- Leaders do not robustly implement the nursery's policies and procedures for the safe recruitment and vetting of staff. Leaders do not seek and/or validate references for some staff members. This places children at risk of harm.
- Leaders do not ensure that all staff receive training with regard to the nursery's own child protection and safeguarding policy and procedures. As a result, not all staff know the correct steps to take should they have concerns about the conduct of another member of staff. Additionally, not all staff have a robust enough understanding to identify and respond to wider safeguarding issues, such as those relating to potential radicalisation and extremism.
- Leaders do not ensure that sufficient levels of qualified staff are deployed in the baby room. For example, they do not ensure that at least half of all other staff working in the baby room are qualified to level 2.
- Staff supervision and coaching are not yet robust enough to highlight training needs and help staff implement their roles and responsibilities to the highest levels.

It has the following strengths

- Partnerships with parents are positive. Staff make good use of daily conversations, an online application and parents' evenings to keep parents fully informed of their children's care and learning. Parents are highly complimentary about the level of service provided for them and their children.
- Children play in a safe, secure and welcoming environment. They arrive in high spirits and warmly greet staff and their friends. Children are happy and well settled.

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
ensure that at least one person who holds a paediatric first-aid certificate is always on the premises and available when children are present and accompanies children on any outings	08/08/2019
ensure that all staff fully understand the nursery's safeguarding policies and procedures so that they can gain adequate knowledge to identify and respond to wider safeguarding issues, such as those relating to potential radicalisation and extremism. Additionally, ensure all staff know what to do should they have concerns about the conduct of another staff member	08/08/2019
ensure that you record information relating to the vetting processes that are completed in respect of all staff	08/08/2019
ensure that sufficient staff who hold a relevant qualification to meet the staffing qualification requirements are available to work directly with the children	08/08/2019
ensure all staff, including the manager, receive effective coaching and supervision to ensure they can meet the requirements of their roles.	08/08/2019

Inspection activities

- The inspector observed the quality of teaching during activities indoors and outside, and assessed the impact this has on children's learning.
- The inspector spoke to the staff and children throughout the inspection.
- The inspector held a meeting with the provider and manager. She looked at relevant documentation and checked evidence of the suitability of staff.
- The inspector completed a joint observation with the manager.
- The inspector spoke to parents and took account of their views.

Inspector
Donna Birch

Inspection findings

Effectiveness of leadership and management is inadequate

Safeguarding is not effective. Monitoring of practice is weak. For example, leaders fail to ensure that at least one member of staff who holds a valid paediatric first-aid certificate is on the premises and available at all times when children are present or when accompanying children on outings. In addition, they do not obtain and validate suitable references for all staff. These breaches of requirements place children at significant risk of harm. Leaders do not ensure that all staff have a robust understanding of the nursery's safeguarding and child protection policy and procedures. Some staff do not know the correct steps to take should they have concerns about another member of staff's conduct. In addition, some staff do not have a good enough understanding of wider safeguarding issues, such as those relating to potential radicalisation and extremism. Leaders do not ensure that staff are deployed well enough to meet qualification requirements. For example, they do not ensure that at least half of staff working in the baby room hold a childcare qualification to at least level 2. Staff supervision and coaching are not effective in ensuring that training needs are identified to help staff fulfil the requirements of their role. That said, ideas taken from recent mathematical training have helped staff plan more challenging mathematical activities. As a result, gaps in this area of children's learning are closing. Parents' views on the nursery are sought by means of face-to-face discussions and the use of questionnaires.

Quality of teaching, learning and assessment is good

Staff teach the basics well. They plan individualised and exciting activities that meet the next steps in children's learning. Older children thrive as they lead and organise their own play. Staff enthusiastically interact and offer children useful suggestions to extend their ideas. For example, they provide resources such as crates and slopes so children can build towers and bridges. Children demonstrate their developing communication, mathematical and critical thinking skills as they roll balls down slopes and talk about concepts such as speed and position. Additionally, they predict and count out how many balls will fall. Toddlers enjoy listening to their favourite stories and are encouraged by staff to join and recite parts of the book. Babies develop their communication and understanding as they sing familiar rhymes and copy the actions of staff.

Personal development, behaviour and welfare are inadequate

The significant weaknesses in leadership and management mean that children's well-being is compromised. However, staff build close bonds with children and their families from the outset. Transitions within the nursery and on to school are managed well. This supports children emotionally. Children have close bonds with their key person. Staff are good role models and treat children with respect. Minor outbursts of behaviour are managed well. Children develop a sense of responsibility and learn how to manage their own safety. For example, they carefully carry small chairs outdoors to facilitate their play. Food and drinks provided for children are healthy and nutritionally balanced.

Outcomes for children are good

All children, including those with special educational needs and/or disabilities, make good progress from their starting points. The manager and staff monitor the educational

programmes to ensure any potential gaps in children's learning are quickly identified and addressed. Children gain the skills needed for future learning and school when the time comes. For example, they play cooperatively, listen attentively during activities, and display high levels of confidence and self-esteem. Children display a positive attitude to learning new skills. For instance, older children relish taking part in complex mathematics games and confidently use concepts such as addition and subtraction.

Setting details

Unique reference number	317389
Local authority	Cumbria
Inspection number	10117927
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register
Day care type	Full day care
Age range of children	0 - 4
Total number of places	74
Number of children on roll	75
Name of registered person	Munchkins (Carlisle) Ltd
Registered person unique reference number	RP524948
Date of previous inspection	22 November 2016
Telephone number	01228 592099

Munchkins Nursery registered in 1996 and is privately owned. The nursery opens Monday to Friday all year round. Sessions are from 7.30am until 6pm. The nursery provides funded early education for two-, three- and four-year-old children. It employs 12 members of staff, 11 of whom hold appropriate early years qualifications at levels 2 to 4.

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