

Inspection of Melissas Magical Years

Lawn Road, Uxbridge, Middlesex UB8 2TJ

Inspection date: 12 January 2022

Overall effectiveness

Inadequate

The quality of education

Inadequate

Behaviour and attitudes

Inadequate

Personal development

Inadequate

Leadership and management

Inadequate

Overall effectiveness at previous inspection

Not applicable

What is it like to attend this early years setting?

The provision is inadequate

Children do not have access to a wide enough variety of planned activities to capture their interests or support their learning. Their individual needs do not receive appropriate attention because there are insufficient numbers of staff on the premises. This has a significant impact on children's daily experiences, behaviour and learning. Although staff are kind and encouraging, some babies do not show secure attachments with staff. This is evident when staff sing action songs to try to engage the babies, however, some babies remain unsettled and cry for significant periods of time. This means that other babies are left to occupy themselves for extended periods and do not have enough attention and interaction to support their learning.

The quality of teaching for toddler and pre-school children is also inconsistent. This hinders children's progress. Although staff plan some activities, for instance butterfly painting, play dough and cutting and sticking, overall, children do not have high enough levels of supervision. This is evident when some children eat ice when playing with a sensory tray that is not appropriately supervised. This compromises their safety. Furthermore, some children wander around aimlessly for extended periods and show poor levels of engagement in activities.

Staff do not have high enough expectations for children's learning and behaviour. Children are not allowed to repeat activities they enjoy and are given minimal support to expand their knowledge and learning. Children do not have a clear enough understanding of appropriate boundaries. For instance, some children climb on furniture and push and shove and staff do not spend enough time teaching them about expected behaviour.

What does the early years setting do well and what does it need to do better?

- Leaders do not have a secure understanding of the 'Statutory framework for the early years foundation stage'. This means that several aspects of the nursery are not run to an acceptable standard. For instance, leaders fail to take swift action to tackle poor staff deployment and children's poor levels of engagement. In addition, staff do not receive effective support or supervision to raise the quality of teaching. This impacts on children's overall safety and well-being.
- Some staff do not have appropriate experience or prior training to work with babies. This is a breach of requirements that impacts on their daily experiences.
- Risk assessments are ineffective. For instance, folded pushchairs are left in pathways to fire exits and delivery boxes with batteries are left in corridors. These hazards pose risks to children's safety.
- Essential records and documents are not available for inspection, such as the safeguarding policy. Staff are unfamiliar with the correct procedures to follow if

they have any concerns about a child's safety or welfare

- Children are not taught about leading healthy lifestyles in a consistent way. For instance, some meals are unhealthy and have little nutritional value. Children have limited opportunities to discuss what foods are healthy and the importance of making healthy food choices. Despite this, children have daily opportunities to be active and play outdoors in the nursery garden.
- The well-being of staff is not given high enough priority. Staff are not well supported to engage in professional development to enhance their knowledge and skills. Furthermore, due to frequently working out of ratio, staff are overstretched in their roles.
- Overall, most staff are loving and kind towards children. They take time to learn about children's interests, allergies and personal needs when they join. However, children are not given high enough levels of attention and their individual needs are not effectively met.
- Staff carry out observations on children's development and identify children that need additional support with their learning. Although staff make referrals to other professionals, they do not give children high enough levels of support to start to swiftly close the gaps in their learning.
- Overall, most parents express high levels of satisfaction with the provision. They state that staff are welcoming and friendly. They get frequent updates about their children's day and feel that communication is a strength.
- In response to the COVID-19 pandemic, staff encourage children to wash their hands more regularly, There are increased cleaning routines and parents are asked to wear face coverings in the setting. This helps to minimise the spread of infection.

Safeguarding

The arrangements for safeguarding are not effective.

Recruitment and vetting procedures to check the suitability of staff are weak. Although leaders seek references for new staff, they do not take proactive steps to ensure satisfactory references are obtained before staff work with children. In addition, leaders fail to carry out identity checks consistently for all staff. They do not ensure all staff have Disclosure and Barring Service certificates. This compromises children's safety. Furthermore, some staff do not have a secure knowledge of safeguarding. For example, they do not recognise the signs that indicate children may be at risk of radicalisation or the correct procedures to follow if an allegation is made against a member of staff.

What does the setting need to do to improve?

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

	Due date
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improve recruitment and vetting procedures to ensure comprehensive suitability checks are completed for all staff	09/02/2022
improve staff members' knowledge and understanding of safeguarding issues and the correct procedures to follow to report any concerns about a child's welfare, this is with particular regard to understanding the 'Prevent' duty and what action to take if an allegation is made against a member of staff	09/02/2022
maintain required adult to child ratios to ensure there are adequate staff in place to meet the needs of children	09/02/2022
improve staff deployment and levels of child supervision to keep children safe and ensure their personal needs are being met	09/02/2022
ensure staff members working with babies have appropriate experience and training for their role	09/02/2022
ensure consistent strategies for managing children's behaviour are implemented in order for children to have a clear understanding of appropriate boundaries and expectations	09/02/2022
implement effective risk assessments to remove or minimise any potential hazards, this is with particular regard to keeping fire exits free from obstruction	09/02/2022
ensure required documents are readily available for inspection	09/02/2022
implement an effective system for staff supervision, coaching and professional development to raise the quality of teaching and learning experiences for children	09/02/2022

ensure children are offered a variety of healthy and nutritious meals and are taught about leading healthy lifestyles	09/02/2022
improve the educational programme and provide a broader range of activities to improve children's engagement and to help them to make good progress in their learning.	09/02/2022

Setting details

Unique reference number	2619037
Local authority	Hillingdon
Inspection number	10213839
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register
Day care type	Full day care
Age range of children at time of inspection	0 to 4
Total number of places	35
Number of children on roll	35
Name of registered person	Melissa's Magical Years LTD
Registered person unique reference number	2619035
Telephone number	07523171578
Date of previous inspection	Not applicable

Information about this early years setting

The setting registered in 2021 and is located in Uxbridge in the London Borough of Hillingdon. The setting is open Monday to Friday 8am until 6.30pm, all year round. The setting employs six staff that work directly with children. Staff hold appropriate childcare qualifications from level 2 to level 6.

Information about this inspection

Inspector

Amy Mckenzie

Inspection activities

- This was the first routine inspection the provider received since the COVID-19 pandemic began. The inspector discussed the impact of the pandemic with the provider and has taken that into account in their evaluation of the provider.
- The inspector completed a learning walk with the provider and discussed the intentions for the quality of education.
- The inspector observed the quality of interactions between staff and children and assessed the impact on children's learning.
- A joint observation of teaching and learning was carried out by the inspector and the provider.
- A variety of documentation was viewed, for instance staff qualification certificates and some staff suitability information.

We carried out this inspection 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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