

Plumstead Day Nursery

Plumstead Children's Centre, Purrett Road, London, SE18 1JW

Inspection date	31/10/2013
Previous inspection date	28/09/2012

The quality and standards of the early years provision	This inspection:	4
	Previous inspection:	2
How well the early years provision meets the needs of the range of children who attend		4
The contribution of the early years provision to the well-being of children		4
The effectiveness of the leadership and management of the early years provision		4

The quality and standards of the early years provision

This provision is inadequate

- Staff do not safeguard children's welfare or share safeguarding practice with parents. This compromises children's safety.
- Children are not supervised adequately to prevent them from leaving the nursery unattended. This puts children at risk of significant harm.
- There are a sufficient number of staff, but they are not deployed appropriately to ensure that children are well supervised, indoors and outside.
- Poor attention to safety means that visitors can enter the premises before their identity is established. This is a further risk to children.
- Staff do not use risk assessments effectively. Therefore, they are unable to identify specific risks or hazards, further compromising children's safety.
- Parents are not kept informed about significant incidents, so they are not able to take steps to protect their children.

It has the following strengths

- Children's assessments show the progress they are making in their learning and development.

Information about this inspection

Inspections of registered early years provision are:

- scheduled at least once in every inspection cycle – the current cycle ends on 31 July 2016
- scheduled more frequently where Ofsted identifies a need to do so, for example where provision was previously judged inadequate
- brought forward in the inspection cycle where Ofsted has received information that suggests the provision may not be meeting the legal requirements of the Early Years Foundation Stage or where assessment of the provision identifies a need for early inspection
- prioritised where we have received information that the provision is not meeting the requirements of the Early Years Foundation Stage and which suggests children may not be safe
- scheduled at the completion of an investigation into failure to comply with the requirements of the Early Years Foundation Stage.

Inspection activities

- The inspector observed children and staff during activities in each group room and in the garden.
- The inspector spoke to the manager and staff at appropriate times and carried out a joint observation with the manager.
- The inspector looked at documentation regarding staff suitability and risk assessments.
- The inspector looked at samples of children's assessments, the self-evaluation form and a selection of policies.

Inspector

Debra Davey

Full Report

Information about the setting

Plumstead Day Nursery registered in September 2009. It is registered on the Early Years Register and is owned and managed by 4Children (Trading) Ltd. It is situated within a children's centre in the London Borough of Greenwich. The nursery comprises of three base rooms, with associated bathroom/changing facilities, an office, a laundry room and a staff room. Children may also use some facilities in the children's centre.

The nursery is open from 8am to 6pm and serves the local community. The nursery is in receipt of funding for the provision of free early education to children aged two, three and four years. The nursery supports children with special educational needs and/or disabilities and children who are learning English as an additional language. The nursery employs a staff team of 10, including the manager. All staff hold appropriate qualifications. The manager holds a degree and one staff member is a qualified teacher.

What the setting needs to do to improve further

The provision is inadequate and Ofsted intends to take the following enforcement action:

We will issue a Welfare Requirements Notice requiring the provider to:

ensure that children are well supervised at all times

improve the system for security in the setting by ensuring that all visitors' identification is checked before entry and that children are not able to leave unsupervised

share safeguarding practices with parents so that they are informed of the importance of the procedure for checking any unfamiliar visitors to the setting, to keep children safe

improve knowledge and understanding of risk assessment in order to effectively identify risks to children's safety and how risks will be removed or minimised.

To meet the requirements of the Early Years Foundation Stage the provider must:

- ensure that staff work together as a team to care for the children and are deployed adequately to meet the needs of the children, keeping them safe, indoors and outside

- ensure that all visitors are identified before entering the nursery

Inspection judgements

How well the early years provision meets the needs of the range of children who attend

The provision takes some steps to meet the learning needs of the children who attend. However, there are a number of weaknesses identified in safeguarding practice which undermine their overall progress. As a result of this unsafe practice, children's physical and emotional well-being is not promoted effectively. Therefore, the provider fails to ensure that children's individual needs are being met as they are not able to play safely in the nursery. This is because the premises are not risk assessed adequately and staff are not deployed effectively to prevent children from being unnoticed and unsupervised in other rooms of the nursery, which are not suitable for children's use. These weaknesses in turn influence children's learning and general all-round development, hindering their individual progress. Consequently, children's needs cannot be adequately met as their overall safety is compromised.

Children are making progress in their learning and development. Staff use systems of assessment, which clearly show development, and share the information with parents. For example, they complete a 'learning wheel' to show the progress children are making across all areas of development. Staff complete the required progress check for two-year-old children to share with parents. In this way, children's learning is monitored and their needs identified. Staff are able to access help and support from other professionals working in the children's centre and the local area. This helps to meet the needs of the range of children who attend.

Babies are cared for in their own room and they are happy and settled. They enjoy exploring natural materials, using paints, sand and water. Music and instruments are used to help babies learn new words and rhythm in speech. They have regular outdoor activity because they have their own garden which is set up with a range of stimulating activities. Staff give a good level of support for their early speaking skills. This helps babies make progress in their language, physical skills and their social development.

Older children enjoy a range of activities which staff plan to meet their individual needs. For example, they enjoy working on the computer to look at problem solving activities to help them think and learn. Staff ask them to predict colour changes and solve simple mathematical problems. Children practise counting in pretend games as they play in the shop and in the garden. They enjoy books and opportunities for independent writing. This helps them make progress. Staff show that they have individual teaching skills. For example, they communicate well with children using signs and visual clues. However, the staff do not work consistently as a team and this affects some children's ability to concentrate during adult-led activities.

The contribution of the early years provision to the well-being of children

Staff fail to keep children safe because the level of supervision is inadequate. As a result, a young child was able to leave the nursery area and spent time alone in the staff kitchen. Although the child did not leave the building, the kitchen contains various hazards, including a gas cooker. This compromised children's safety. Furthermore, there is poor supervision of visitors entering the building, which is a risk to all children and adults in the nursery. The weaknesses in supervision and safety means that children's well-being cannot be assured.

Staff work with parents to settle children into the nursery. They also manage change well with children, such as when they move from one room to another. Information is shared between staff using transition forms and key person meetings. This means that all staff are informed about individual children's needs. For example, staff know the languages children speak at home and they encourage children to use different languages during play. This helps children feel valued and helps their language development. Children's personal skills are developing because staff are positive and polite, which helps children learn how to treat others in a respectful manner. Staff encourage children to be kind to

others, which helps them behave generally well and develop their social skills.

Children enjoy a range of cooked foods made on the premises by the nursery chef. They sit with staff, which helps them enjoy meals as a social event. They learn how to look after their own health because they use the bathroom independently and know to wash their hands before meals. Children have plenty of opportunity to play outside in the fresh air because staff keep the doors open. This means they can choose to play inside or out. They enjoy a range of equipment for climbing, balancing and pedalling bikes. This physical activity supports their health. However, staff are not organised well to ensure consistent supervision of children when they play in the garden. This fails to support children's safety and well-being.

The effectiveness of the leadership and management of the early years provision

The inspection took place due to a number of concerns relating to safeguarding children's welfare, particularly regarding an incident related to children's safety. The inspector found that the manager and staff at the nursery do not have sufficient understanding of the legal requirements of the Early Years Foundation Stage. It was found that a child had left the setting unattended and insufficient steps had been taken to prevent this happening again. The child was found in an unsupervised kitchen area of the nursery, which is only used by adults and contained a number of significant hazards to children's safety. The child was able to leave the children's play rooms and enter this hazardous area unnoticed and unchallenged. Although the child did not come to any harm, the fire door was left open and staff were not deployed appropriately to prevent a child from leaving the room. Crucially, staff did not notice the child leave the room and were unaware how long the child was missing. The nursery did not follow their safeguarding policy and procedure and did not report this significant incident to Ofsted, as required. Furthermore, information regarding the incident was not shared with parents to enable them to take extra care until the area concerned was made safe. Additionally, on the day of the inspection, the inspector was admitted into the nursery by parents who did not ask who she was. This is because staff have not shared safeguarding practice information to alert parents to the potential danger of their actions. This does not support children's safety and shows staff practice is not vigilant enough as they do not monitor the entrance to the nursery closely.

The manager is the lead person responsible for health and safety. She ensures that staff complete daily safety checks using checklists for all the rooms and the garden. However, the system for risk assessment is not effective enough to give an overview of safety issues or plan to remove hazards. This is due partly to the fact that the manager has not had training in health and safety. This means the risks to children associated with the fire door were not identified and staff were not vigilant enough to notice the child leaving unsupervised. Consequently, children's safety was significantly compromised. Although the safety risks of the fire door have since been considered, the hazards associated with the door have not been adequately addressed to prevent further occurrences. As a result of

the inspection findings, Ofsted will issue a Welfare Requirements Notice, which the provider must respond to in order to make improvements.

All staff are required to complete online safeguarding training which means that they know what action to take if they have concerns about a child in their care. The management team understands its role in meeting the safeguarding and welfare requirements with regard to the recruitment of staff. This means that all staff suitability is checked before they start working in the nursery.

Children behave generally well although the staff are not well established as a team because there have been some staff changes lately. Some children respond to this by becoming quite restless during adult-led activities and this affects their concentration. Despite this, all children are making progress in their learning and babies are particularly content and happy with staff.

The manager evaluates practice along with her team. This is achieved through discussions in staff individual supervisions, as well as quality assessments with senior staff and the local authority advisers. Views of parents are also valued when planning for improvements through the nursery parent forum. The focus on learning and development has led to children making progress across the areas of development. However, self-evaluation has not been robust enough to identify and address key weaknesses in safety to help ensure children are adequately safeguarded.

What inspection judgements mean

Registered early years provision

Grade	Judgement	Description
Grade 1	Outstanding	Outstanding provision is highly effective in meeting the needs of all children exceptionally well. This ensures that children are very well prepared for the next stage of their learning.
Grade 2	Good	Good provision is effective in delivering provision that meets the needs of all children well. This ensures children are ready for the next stage of their learning.
Grade 3	Satisfactory	Satisfactory provision is performing less well than expectations in one or more of the key areas. It requires improvement in order to be good.
Grade 4	Inadequate	Provision that is inadequate requires significant improvement and/or enforcement action. The provision is failing to give children an acceptable standard of early years education and/or is not meeting the safeguarding and welfare requirements of the Early Years Foundation Stage. It will be inspected again within 12 months of the date of this inspection.
Met		The provision has no children on roll. The inspection judgement is that the provider continues to meet the requirements for registration.
Not met		The provision has no children on roll. The inspection judgement is that the provider does not meet the requirements for registration.

Inspection

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.

Setting details

Unique reference number	EY392715
Local authority	Greenwich
Inspection number	941080
Type of provision	Full-time provision
Registration category	Childcare - Non-Domestic
Age range of children	0 - 5
Total number of places	48
Number of children on roll	46
Name of provider	4 Children
Date of previous inspection	28/09/2012
Telephone number	02083176960

Any complaints about the inspection or the report should be made following the procedures set out in the guidance '*Complaints procedure: raising concerns and making complaints about Ofsted*', which is available from Ofsted's website: www.ofsted.gov.uk. If you would like Ofsted to send you a copy of the guidance, please telephone 0300 123 4234, or email enquiries@ofsted.gov.uk.

Type of provision

For the purposes of this inspection the following definitions apply:

Full-time provision is that which operates for more than three hours. These are usually known as nurseries, nursery schools and pre-schools and must deliver the Early Years Foundation Stage. They are registered on the Early Years Register and pay the higher fee for registration.

Sessional provision operates for more than two hours but does not exceed three hours in any one day. These are usually known as pre-schools, kindergartens or nursery schools

and must deliver the Early Years Foundation Stage. They are registered on the Early Years Register and pay the lower fee for registration.

Childminders care for one or more children where individual children attend for a period of more than two hours in any one day. They operate from domestic premises, which are usually the childminder's own home. They are registered on the Early Years Register and must deliver the Early Years Foundation Stage.

Out of school provision may be sessional or full-time provision and is delivered before or after school and/or in the summer holidays. They are registered on the Early Years Register and must deliver the Early Years Foundation Stage. Where children receive their Early Years Foundation Stage in school these providers do not have to deliver the learning and development requirements in full but should complement the experiences children receive in school.

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory Support Service (Cafcass), schools, colleges, initial teacher training, work-based learning and skills training, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 4234, or email enquiries@ofsted.gov.uk.

You may copy all or parts of this document for non-commercial educational purposes, as long as you give details of the source and date of publication and do not alter the information in any way.

To receive regular email alerts about new publications, including survey reports and school inspection reports, please visit our website and go to 'Subscribe'.

Piccadilly Gate
Store St
Manchester
M1 2WD

T: 0300 123 4234
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.ofsted.gov.uk

© Crown copyright 2012

