

Little People's Nursery

Wilkinson Scout Hut, Tile Kiln Lane, London, N13 6BY



Inspection date

24 April 2015

Previous inspection date

5 June 2014

| The quality and standards of the early years provision | This inspection: | Inadequate | 4 |
|--|-------------------------|----------------------|----------|
| | Previous inspection: | Requires Improvement | 3 |
| How well the early years provision meets the needs of the range of children who attend | | Inadequate | 4 |
| The contribution of the early years provision to the well-being of children | | Inadequate | 4 |
| The effectiveness of the leadership and management of the early years provision | | Inadequate | 4 |
| The setting does not meet legal requirements for early years settings | | | |

Summary of key findings for parents

This provision is inadequate

- The provider is in breach of a number of requirements, some of which also relate to the Childcare Register. These breaches include a failure to inform Ofsted of a significant event and not ensuring that recruitment and vetting systems are robust.
- Children are not fully safeguarded because a person qualified in first aid is not present at all times when children attend. In addition, parents are not always advised of their children's accidents and records of these are not completed fully.
- The key-person system is not organised effectively to meet the needs of all children and staff do not manage children's behaviour consistently. As a result, some children are not well supported as they settle into the playgroup and others do not learn about acceptable behaviour.
- Risk assessment is not used effectively to ensure staff take appropriate action to reduce all potential risks in order to fully promote children's safety.
- The provider does not adequately promote the learning and development requirements, or monitor the effectiveness of teaching. The quality of the teaching is weak overall. This means that staff are not promoting children's learning needs adequately.
- Staff do not use resources well enough to challenge and extend children's learning.

It has the following strengths

- Staff promote children's health through the provision of healthy snacks, regular drinks and frequent outdoor activities.

What the setting needs to do to improve further

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

- improve the robustness of suitability checks to ensure that practitioners are suitable for their roles; this should include obtaining an enhanced Disclosure and Barring Service check, and references in respect of each adult working with the children
- make sure that there is at least one person present with a valid first-aid certificate at all times when children are present, in order to respond quickly to emergencies
- ensure records of accidents are completed fully and that parents are informed of accidents that happen on the premises as soon as practicable to promote children's well-being
- ensure that all persons looking after children are suitable to fulfil the requirements of their roles, by risk assessing their abilities and the impact on children's care and learning
- ensure that children are assigned a key person who is able to meet their individual care needs and promote their emotional well-being
- manage children's behaviour appropriately, so that all children receive consistent messages on how to behave
- monitor and supervise the quality of teaching to help identify where staff need training or support to improve their teaching skills in order to improve outcomes for children
- improve the monitoring of the delivery educational programmes and children's learning by strengthening staff's knowledge of individual children and their capabilities
- improve observation and assessment arrangements to accurately identify children's levels of achievement, their interests and preferred ways of learning in order to plan and provide motivating learning experiences for each child
- make better use of resources by planning their use, so that they provide interesting and exciting activities to match the learning needs of individual children
- improve the educational programmes for communication and language development by developing staff's questioning techniques so that they challenge children's critical thinking skills and extend their language abilities

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

- improve the planning of outdoor experiences by linking these more to children's individual needs
- develop robust systems for self-evaluation in order to identify and address key areas that need change in order to improve outcomes for children.

To meet the requirements of the Childcare Register the provider must:

- ensure that at least one person who is caring for children has an appropriate first-aid qualification (compulsory part of the Childcare Register)
- ensure appropriate checks are carried out for all persons working on the premises to demonstrate their suitability; this must include obtaining an enhanced Disclosure and Barring Service check (compulsory part of the Childcare Register)
- maintain an accurate record of accidents that occur on the premises (compulsory part of the Childcare Register)
- inform Ofsted of any changes of circumstances as soon as practicable, no later than 14 working days after the change occurs (compulsory part of the Childcare Register)
- take necessary measures to minimise any risks to the health or safety of children and staff (compulsory part of the Childcare Register)
- ensure that children's behaviour is managed in a suitable manner (compulsory part of the Childcare Register).
- ensure that at least one person who is caring for children has an appropriate first-aid qualification (voluntary part of the Childcare Register)
- ensure appropriate checks are carried out for all persons working on the premises to demonstrate their suitability; this must include obtaining an enhanced Disclosure and Barring Service check (voluntary part of the Childcare Register)
- take necessary measures to minimise any risks to the health or safety of children and staff (voluntary part of the Childcare Register)
- maintain an accurate record of accidents that occur on the premises (voluntary part of the Childcare Register)
- ensure that children's behaviour is managed in a suitable manner (voluntary part of the Childcare Register)
- inform Ofsted of any changes of circumstances as soon as practicable, no later than 14 working days after the change occurs (voluntary part of the Childcare Register).

Inspection activities

- The inspector observed interactions between the staff and children in both the indoor and outdoor environments.
- The inspector talked to some parents and staff, and engaged in discussions with the owner.
- The inspector sampled a range of documents, including children's profiles, the written policies and procedures, and staff files.
- The inspector invited one of the joint owners to take part in a joint observation.

Inspector

Samantha Smith

Inspection findings

How well the early years provision meets the needs of the range of children who attend. This is inadequate

Overall, the quality of teaching is poor, which means staff do not help children make good progress in their learning. Staff plan a learning environment that offers various resources to help promote different areas of learning. However, the range is limited and staff do not use resources well enough to promote children's development. Some outdoor activities do not promote children's individual learning needs. This affects children's overall enjoyment and their ability to progress in their learning. Some staff interact appropriately with children, while the questioning techniques used by others do little to extend children's language development. This means that children receive inconsistent learning experiences or opportunities to develop their communication and language skills. In addition, staff have a poor understanding of the assessments systems and as a result, they are unable to demonstrate that children are making progress. Furthermore, some staff lack the skills and competency to support children in acquiring skills to support them through their next stages of learning ready for school.

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

Children's safety is not sufficiently promoted because weaknesses in the care practices of staff have a significant impact on their overall well-being. The key-person system does not work in practice because the provider has not placed children with a suitable person who can appropriately meet their individual care needs. As a result, some children take longer to settle because they are unable to form any secure attachments with staff. This affects their emotional well-being. In addition, staff do not implement behaviour management procedures consistently. As a result, children do not always receive clear messages about how to behave in an acceptable manner. Records show that staff carry out appropriate risk assessments for the environment and outdoor area. However, the provider demonstrates a lack of understanding with regards to responding to specific issues that arise and that may have an impact on children's well-being. On the whole, staff promote children's physical health sufficiently. Sufficient provision is made for children to rest or have a sleep if they need. There are sufficient opportunities for children to develop some independence, for example, as they sometimes serve themselves and pour their own drinks.

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

The leadership and management of the setting are inadequate. They have breached requirements by failing to notify Ofsted of a significant event. However, on this occasion, Ofsted do not intend any further action with regards this. The provider does not have an adequate understanding of the Early Years Foundation Stage requirements, so does not implement these effectively. Consequently, practice is weak in a number of areas and children's care and learning needs are not fully promoted. For example, there are no

effective vetting systems to demonstrate that staff are suitable for their roles. In addition, a first-aid trained member of staff is not available at all times, so the provider does not promote children's safety at such times. Furthermore, weaknesses in the recording of accidents mean that the provider is unable to demonstrate that parents are being informed of accidents involving their children. The systems for supervision, monitoring staff performance and supporting their professional development are weak. Staff have not attended any training to support them in developing their knowledge and skills, consequently outcomes for children have not improved. In addition, not enough is done to evaluate the effectiveness of the provision, to improve practice. As a result, the quality of the provision, including teaching, has declined since the last inspection. The provider has not met all the actions set, which continues to affect children's care and learning. Partnerships with parents are adequate and parents state that they are happy with their children attending the setting and with the relationships they have developed with staff. The provider demonstrates that they are meeting the requirements with regards to complaints. There is a written statement in place and a complaints log available.

Setting details

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| Unique reference number | 135319 |
| Local authority | Enfield |
| Inspection number | 982393 |
| Type of provision | Full-time provision |
| Registration category | Childcare - Non-Domestic |
| Age range of children | 2 - 5 |
| Total number of places | 26 |
| Number of children on roll | 39 |
| Name of provider | Georgina Jones & Karen Arden Partnership |
| Date of previous inspection | 5 June 2014 |
| Telephone number | 0208 884 0773 |

Little People's Nursery registered in 2001. The nursery is situated in Palmers Green, in the London Borough of Enfield. The nursery is open Monday to Friday, from 9am to 3.45pm, during term time only. The provider receives funding for the provision of free early education to children aged three and four years old. The nursery employs seven members of staff, four of whom hold relevant childcare qualifications at level 3.

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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