

# Union Grove Community Nursery

Community Resource Centre, 110 Union Road, London, SW8 2SH



<b>Inspection date</b>	21 December 2015
Previous inspection date	5 February 2013

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Inadequate</b>	<b>4</b>
	Previous inspection:	Satisfactory	3
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 does not ensure that staff's knowledge of safeguarding is secure. Staff are not sufficiently alert to issues that may be of concern in a child's life, such as the dangers of radicalisation. The manager does not monitor children's attendance effectively to ensure their safety. Staff knowledge of what to do if a child is at risk of harm is inconsistent. This puts children at risk.
- There are inconsistencies in the assessment systems. Some staff do not know enough about children's levels of progress to ensure they support and challenge children sufficiently at all times.
- The quality of teaching is inconsistent. Some staff do not engage fully with children and extend their learning.
- The manager monitors staff practice but this is not effective in identifying inconsistencies in the quality of teaching, including the practice of temporary staff.
- Staff do not always help children to behave well. Children become restless and bored because they have to wait too long at mealtimes.

### It has the following strengths

- Staff have good relationships with children. This helps children to feel secure and confident to explore.
- Staff work closely with parents and other settings to ensure continuity in children's care and learning. Staff involve parents in all aspects of their children's learning.

## What the setting needs to do to improve further

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

	<b>Due Date</b>
■ increase awareness of any concerns about a child's life at home or elsewhere, including their attendance, and ensure all staff have an accurate knowledge of what to do if a child is at risk of significant harm	21/01/2016
■ improve assessment so that staff are more aware of children's levels of progress and plan activities that extend and support children's learning needs	21/01/2016
■ improve monitoring of staff practice to ensure the quality of teaching is consistent.	21/01/2016

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

- review the daily routines to ensure that children do not get restless and bored.

### Inspection activities

- The inspector observed children at play and staff interactions throughout the inspection.
- The inspector spoke with parents, staff and children at appropriate times.
- The inspector looked at samples of documentation, including policies, monitoring notes, staff qualifications, Disclosure and Barring Service records and progress records of children.
- The inspector carried out a joint observation with the manager.
- The inspector had a meeting with the manager.

### Inspector

Josephine Afful

## Inspection findings

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

Safeguarding is ineffective. Some staff do not know what action to take in the absence of the manager if a child is at risk of harm. Staff have a poor understanding of the danger of radicalisation and the manager does not monitor children's attendance closely in order to identify any potential safeguarding concerns. Staff make regular risk assessments and all areas are safe. Staff ratios are met. Systems for monitoring staff practice, including those staff who are temporary, are not fully effective. The manager has not identified inconsistencies in teaching and staff's poor understanding of some aspects of safeguarding. Most staff are qualified and they attend regular training. For example, they have made some improvement to how they manage behaviour. The manager and staff evaluate the quality of the provision and involve parents in this process to help them make improvements. The manager tracks children's progress in order to identify gaps in their learning but the information is not used as well as possible to improve the quality of teaching.

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

The quality of teaching is inconsistent. For example, children in the pre-school room are not always provided with challenging activities and staff do not always extend their learning. Staff do not consistently use questions and discussions to introduce new vocabulary to help children's language development. For example, when older children make statements, staff do not always respond to help extend their communication skills. Staff build on younger children's enjoyment of activities. For example, when children painted with cornflour, staff extended this activity to include simple counting and rhymes. Various improvements have been made to the baby room to provide a stimulating but calm learning environment. Staff carry out observations and assessments of children, including the progress check for children aged two years. However, inconsistent assessment information does not help staff, particularly those who are temporary, to take full account of children's individual next steps of learning.

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

Children's well-being is significantly compromised by the weaknesses in safeguarding. Generally, staff manage children's behaviour appropriately and children behave well. However, sometimes children's behaviour deteriorates when they have to wait too long, for example, during mealtimes. Children enjoy healthy food and develop independence skills as they serve themselves at mealtimes. They enjoy fresh air and exercise in the well-equipped outdoor play area. Children learn to value and respect the wide range of backgrounds of the other children attending the nursery.

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

Children make steady progress. They develop the basic skills that they need for school.

## Setting details

<b>Unique reference number</b>	EY361828
<b>Local authority</b>	Lambeth
<b>Inspection number</b>	1034440
<b>Type of provision</b>	Full-time provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register
<b>Age range of children</b>	0 - 5
<b>Total number of places</b>	48
<b>Number of children on roll</b>	36
<b>Name of provider</b>	Union Grove Community Day Nursery Committee
<b>Date of previous inspection</b>	5 February 2013
<b>Telephone number</b>	02076 223 194

Union Grove Community Nursery registered in 2007. It is situated in the London Borough of Lambeth. It is open from 7.30am to 6pm every weekday all year round, except bank holidays, Christmas and three staff training days. The nursery receives funding for nursery education sessions for children aged two, three or four years. There are 11 permanent staff and six temporary staff. Of these, two hold a qualification at level 6, two hold qualifications at level 5, two hold qualifications at level 4, six hold qualifications at level 3, four hold qualifications at level 2 and there are two unqualified staff.

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