

# Alpha Steps Nursery

89 Vallentin Road, Walthamstow, LONDON E17 3JJ



<b>Inspection date</b>	30 November 2018
Previous inspection date	10 January 2018

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Inadequate</b>	<b>4</b>
	Previous inspection:	Requires improvement	3
Effectiveness of 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 provider does not meet the requirements for the early years foundation stage and the Childcare Register. Children's safety and welfare are compromised. The provider does not obtain an enhanced criminal records check for all members of staff who provide unsupervised personal care to children.
- The provider has failed to notify Ofsted about a change of name and changes to the premises affecting the childcare provided.
- Not all staff have a secure knowledge and understanding of what signs might indicate any safeguarding concerns, to keep children safe.
- Some staff do not provide challenging activities and do not know how to engage all children effectively during group activities, to meet each child's learning needs.
- Not all staff are able to assess and identify accurately children's stages of development in order to identify appropriate next steps that help children make good progress.

### It has the following strengths

- The management team and staff have improved the baby room to ensure the environment is welcoming and resources and activities are age appropriate and stimulating.
- Partnership with parents is strong. The management team works closely with parents to ensure their views and opinions are considered in decision-making.

## What the setting needs to do to improve further

### To meet the requirements of the early years foundation stage and Childcare Register the provider must:

	Due date
obtain an enhanced criminal records check for all members of staff who provide unsupervised personal care to children	28/12/2018
ensure that all staff receive appropriate safeguarding training and understand the safeguarding policy and procedures, including the 'Prevent' duty, so they know what signs might indicate any child protection concerns	28/12/2018
develop a good knowledge and understanding about what changes must be notified to Ofsted	28/12/2018
improve the quality of teaching across the whole nursery to ensure that all staff understand how to provide challenging activities to meet each child's learning needs, and know how to engage all children during group activities	28/12/2018
ensure that all staff are able to assess and identify accurately children's stages of development to ensure appropriate next steps are identified and planned for in order to help children make good progress.	28/12/2018

### Inspection activities

- The inspection took place during two days due to emergency closure on the first day of the visit.
- The inspector spoke with the manager, some children, parents and staff throughout the inspection.
- The inspector sampled a range of documents available, including those relating to the premises, staff suitability and safeguarding.
- The inspector observed activities and daily routines, indoors and outside.
- The inspector carried out a joint observation with the manager.

### Inspector

Nataliia Moroz

## Inspection findings

### Effectiveness of leadership and management is inadequate

Safeguarding is ineffective. The provider does not ensure that all staff who are allowed to provide unsupervised personal care have an enhanced criminal records check completed by the nursery, as required. This puts children's safety at risk. The management team does not ensure that all staff know the safeguarding policies and procedures to help protect children from harm. For example, some staff do not know what signs might indicate that a child might be at risk of abuse or radicalisation. In addition, the provider has failed to notify Ofsted about a change of their name and significant changes at the premises. Although the new manager has an improvement plan in place, she does not identify and remedy all weaknesses promptly in order to improve outcomes for all children. The manager and staff build good relationships with parents, who are happy with the service provided. Staff regularly communicate with parents, which supports continuity in children's care and learning.

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

The quality of teaching is not consistently good across the whole nursery. Although the staff team is suitably qualified, the quality of teaching and support for children's learning is variable. Some staff do not track children's learning and development accurately. This prevents them from recognising where there are gaps in children's learning and identifying appropriate next steps to plan. Some staff are not able to provide challenging activities that stimulate all children, particularly, when children are in groups of different ages. However, some staff use good teaching skills to encourage the development of new vocabulary with younger children, for example, by reading books, asking questions and introducing new words.

### Personal development, behaviour and welfare are inadequate

The weaknesses in safeguarding compromise children's safety and well-being. Staff have appropriate knowledge about their key children, which helps them support children's emotional well-being. Children have opportunities to be outside every day as part of their learning about healthy lifestyles. Children benefit from freshly prepared meals, which meet their individual dietary requirements. Staff manage children's behaviour in an appropriate way. This helps children learn about respect and to be kind to each other. Children use their manners and cooperate well with peers and adults.

### Outcomes for children require improvement

Due to the weaknesses in teaching, not all children are able to make as much progress as they should, as their skills and abilities are not accurately assessed. When teaching is weaker, children are not sufficiently challenged and some activities do not meet their individual learning needs. Nevertheless, children have opportunities to become independent. For example, all children, including very young children, help with cleaning up after meals. They scrape their plates and put plates away. Older children have opportunities to develop the skills they need in preparation for school. For example, they practise wearing school uniform and learn about letters and sounds.

## Setting details

<b>Unique reference number</b>	EY376104
<b>Local authority</b>	London Borough of Waltham Forest
<b>Inspection number</b>	10085814
<b>Type of provision</b>	Full day care
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Day care type</b>	Childcare on non-domestic premises
<b>Age range of children</b>	0 - 4
<b>Total number of places</b>	50
<b>Number of children on roll</b>	23
<b>Name of registered person</b>	Alpha Steps Nursery School Limited
<b>Registered person unique reference number</b>	RP535172
<b>Date of previous inspection</b>	10 January 2018
<b>Telephone number</b>	02085098838

Alpha Steps Nursery registered in 2008. The nursery is open each weekday from 7.30am to 6.30pm, all year round. The provider employs 11 members of staff, 10 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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