

Jules' Nursery Hut

Sandy Lane, The Mall, Kenton, Harrow, HA3 9TX



Inspection date

2 February 2015

Previous inspection date

24 January 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

- Staff do not always follow the nursery's safeguarding policy and procedures. They occasionally work alone in the nursery when children are present, which compromises children's safety.
- The provider does not adequately monitor the quality of the nursery provision. Supervision arrangements are ineffective in identifying staff performance levels and there is a lack of commitment to further training. This has a significant impact on improving staff effectiveness and promoting children's welfare and learning.
- The provider has a poor understanding of implementing robust recruitment procedures, so does not ensure the suitability of all staff.
- Staff do not keep all required records up to date and accurate. This is because the attendance register does not include the children's hours of attendance.
- Staff do not complete regular observations and assessments for all children. Therefore, they are unable to plan challenging learning experiences that sufficiently promote individual children's progress.

It has the following strengths

- Staff have a suitable awareness of supporting children with special educational needs and/or disabilities. They have good contacts with other professionals to help ensure that children get the additional help they need.
- Overall, children have access to a suitable range of resources, enabling them to make independent choices about their play.

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:

improve the arrangements for the monitoring and supervision of staff, to ensure this identifies any practice issues and provides coaching and training to improve staff effectiveness in meeting children's care and learning needs.

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

- obtain a Disclosure and Barring Service check for all staff and keep the required records of the vetting procedures that have been completed for all staff
- ensure that staff follow the nursery's safeguarding policy and the required procedures to safeguard children
- maintain a daily record of the names of the children being cared for and their hours of attendance, so that all children can be accounted for at all times
- ensure that staff accurately observe and assess each child's learning, to understand their level of achievement and to use the information gained to plan challenging learning experiences for children across all areas of learning.

Inspection activities

- The inspector observed activities in the playroom and the garden area.
- The inspector held discussions with the manager.
- The inspector sampled children's information and development records.
- The inspector took account of the views of parents spoken to on the day.
- The inspector and manager completed a joint observation together.

Inspector

Jennifer Devine

Inspection findings

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

Staff complete suitable observations and assessments on children who have special educational needs and/or disabilities to help with their progress. However, observational assessment is inconsistent for other groups of children and do not include children's next steps in learning. Therefore, staff are unable to provide challenging experiences that build on children's skills. As a result, not all children make good progress in readiness for school. Staff provide a range of resources covering most of the areas of learning. Children have free play where they can make independent choices. They particularly enjoy imaginative play and spend long periods of time in role-play situations. They enjoy choosing dressing-up clothes, which develops their self-help skills as they dress up in a range of costumes. In addition, children have built up some good friendships and play well together, talking to each other about what to do next. Children who speak English as an additional language also help newer children who speak the same language. Some staff speak additional languages, which particularly helps children settle.

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

Children's well-being is compromised by the weaknesses in leadership that pose a significant risk to their welfare. However, the nursery is comfortable and has sufficient space for children to move around and explore the resources. The key-person system is used effectively to enable staff to make children feel settled, which helps to promote their emotional well-being. Children play in a safe environment as the staff carry out daily safety checks, and closed-circuit television monitors the entrance and any visitors. Staff have built up their understanding of working with parents, encouraging them to share information from home. They enable parents to speak to their child's key person at any time and keep parents informed about their children's experiences. However, staff are unable to fully share information about children's overall progress due to the poor assessment systems. Children are learning to be independent, for example as they visit the bathroom. They enjoy a light snack and sit together to enjoy a social time.

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

The provider has not addressed the actions identified at the last inspection, so has failed to improve the quality of the provision adequately. There are ineffective monitoring and supervision systems to help promote staff development. Staff have not attended training to help develop their understanding of the learning and development requirements. However, some staff have attended food-hygiene training and have first-aid qualifications which helps to promote children's health needs. Staff show that they are aware of the procedures to make a safeguarding referral. However, they occasionally work alone with children and do not always follow local guidelines in the nursery's safeguarding policy. Recruitment procedures are inadequate because the provider has no recording systems for

evidencing that all staff have had suitability checks carried out. In addition, she does not ensure that appropriate references are obtained for all staff. Staff do not keep an accurate record of children's hours of attendance, to ensure that children are always accounted for.

Setting details

Unique reference number	EY394170
Local authority	Brent
Inspection number	962865
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	15
Name of provider	Julia Aristidou-Karas
Date of previous inspection	24 January 2014
Telephone number	07796307090

Jules' Nursery Hut registered in 2009 and is a privately run nursery located in Kenton, in the London Borough of Brent. The nursery team operates from a community hall and there is a small garden for outdoor play. The nursery is open Monday to Friday from 9am to 12 noon, during term time, with afternoon sessions or full days for children, if there is demand. The provider receives funding for free early education for children aged three and four years. The provider employs five staff. Three of the staff hold appropriate childcare qualifications to at least level 2 and two staff are unqualified. The provider is registered on the Early Years Register.

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