

# Regal Brook Nursery

38 Upper Wickham Lane, Welling, DA16 3HF



## Inspection date

15 April 2015

Previous inspection date

12 May 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 <b>does not meet legal requirements for early years settings</b>			

## Summary of key findings for parents

### This provision is inadequate

- Staff do not have a clear understanding of the action to take if there is a safeguarding allegation against a member of staff. This information is not included in the nursery's safeguarding policy.
- The key worker system is ineffective. Staff do not know children well enough in order to fully support their individual needs.
- Leaders and managers are not looking closely enough at staff practice. They are at a very early stage of implementing systems for the performance management of staff in order to identify where staff need to improve.
- Staff do not complete regular observations to find out and understand what children can do and know already so they can plan appropriate learning experiences both inside and outdoors.
- Children do not always understand what is right from wrong as behaviour expectations are not always clear.
- Leaders and managers do not track children's progress to identify any gaps in learning for individuals or groups of children.

### It has the following strengths

- Parents are pleased with the way their children settle at nursery. Settling in visits take place before children start and include a lunchtime session so children become familiar with the routines of the day.
- Children take books home each week to read with their family. Children choose a book from a varied selection and parents say this helps to support learning at home.

## **What the setting needs to do to improve further**

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

- ensure the safeguarding policy includes the procedure to follow in the event of an allegation being made against a member of staff and make sure all staff have a clear understanding of how to implement the policy in practice
- ensure that the key person system is fully effective and supports children's individual care and learning needs
- ensure that staff's professional development needs are identified and met through ongoing supervision, support and training, so that the quality of teaching and learning improves
- improve the quality of teaching by helping new staff to undertake regular and accurate assessments of children's progress and use this information to provide appropriate learning opportunities both inside and outdoors.

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

- make sure all staff reinforce positive behaviour and provide children with appropriate explanations as to why some behaviour is not acceptable
- ensure planning and assessment systems are monitored effectively so that managers have a clear overview of the achievement of individuals and different groups of children.

## **Inspection activities**

- The inspector observed children's play and learning inside the nursery. The outdoor area was under development at the time of the inspection.
- The inspector spoke with staff and children at appropriate times during the day and held a meeting with the provider, who is also the manager.
- The inspector carried out a joint observation with the provider.
- The inspector took account of the views of parents spoken to on the day of inspection.
- The inspector looked at children's records, planning documentation, evidence of the suitability of staff working in the nursery and a range of other documentation, including policies and procedures.

## **Inspector**

Wendy Ratcliff HMI

## Inspection findings

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

The quality of teaching is too variable. Children's assessments are not consistently kept up to date because adults are not all assigned key children. Adults do not get to know children well enough so they can ensure their individual learning needs are fully considered in planning the curriculum. This term children are learning about the farm. Adults introduce children to 'the life cycle of a hen'. Children remember that hens lay eggs and this comes first. However, adults tell children to stick their pictures on the paper in the right order and do not provide resources or ask questions to help children understand or work out what comes next. Children use their imaginations well as they play in the role play area. They dress up and decide the different roles they will take. For example, children use play dough and place in the oven as they prepare dinner. Boys share a favourite story uninterrupted by adults as they play in the den created from a cardboard box.

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

Children have friendly and caring relationships with adults. Sessions, such as circle time are helping children to understand how to take turns and gain respect for one another. The management of circle time is not always effective as adults do not know the youngest children well enough. Younger children become distracted as they sit for too long and this interrupts the learning for older children. Children gain skills for managing their self-care as they wash their hands and use the bathroom independently. Children make choices of the fruit and vegetables they want to eat at snack time. They talk about what food is healthy, but are not helped develop independence skills by serving themselves. Adults do not consistently help children understand what is right from wrong as behaviour expectations are not always clear. They remind children to keep their voices down, but do not always explain the reason why. This does not support children's confidence and self-esteem. Not enough children make sufficient progress in their learning or acquire the skills they need to be ready for school.

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

Systems to monitor the quality of provision are not robust. This means that there is too much variability in the quality of practice. As a result, some requirements of the Early Years Foundation Stage are not met. Leaders and managers do not monitor the quality of teaching to identify where staff need to improve, including the identification of any training needs. Children's assessments are not up to date and do not always include children's starting points. This makes it difficult for leaders and managers to have a clear overview of children's progress. The manager and deputy are at an early stage of developing a tracker so they can monitor the progress of individuals and groups of children. Some staff are not familiar with the nursery's policies and procedures. The safeguarding policy does not include the steps to take in the event of an allegation being made against a member of staff.

## Setting details

<b>Unique reference number</b>	EY470197
<b>Local authority</b>	Bexley
<b>Inspection number</b>	1011308
<b>Type of provision</b>	Full-time provision
<b>Registration category</b>	Childcare - Non-Domestic
<b>Age range of children</b>	2 - 5
<b>Total number of places</b>	30
<b>Number of children on roll</b>	30
<b>Name of provider</b>	Regal Brook Nursery Ltd
<b>Date of previous inspection</b>	12 May 2014
<b>Telephone number</b>	02086931088

Regal Brook Nursery registered in 2013. It operates from the premises at the back of the Freedom Centre International Church. The nursery has use of one main hall, a separate smaller room and an enclosed outdoor play area. It is open each weekday from 9.00am until 6.00pm all year round. The nursery is registered on the Early Years Register. There are currently 30 children in the early years age range on roll. The setting receives funding for the provision of early education for children aged two-, three- and four-year-old children. There are six adults who work with the children, most of whom hold appropriate early years qualifications.

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.

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.gov.uk/government/organisations/ofsted](http://www.gov.uk/government/organisations/ofsted). If you would like Ofsted to send you a copy of the guidance, please telephone 0300 123 4234, or email [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk).

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](mailto: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](mailto:enquiries@ofsted.gov.uk)  
W: [www.gov.uk/government/organisations/ofsted](http://www.gov.uk/government/organisations/ofsted)

© Crown copyright 2015

