

Haydon Hall Montessori Nursery

Haydon Hall, Southill Lane, Pinner, Middlesex, HA5 2EG



Inspection date

Previous inspection date

11 May 2015

4 November 2009

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Good	2
How well the early years provision meets the needs of the range of children who attend		Good	2
The contribution of the early years provision to the well-being of children		Requires improvement	3
The effectiveness of the leadership and management of the early years provision		Requires improvement	3
The setting does not meet legal requirements for early years settings			

Summary of key findings for parents

This provision requires improvement. It is not yet good because:

- Records of staff suitability checks are not easily accessible and available for inspection as required.
- Although a key-person system is in place, it is not embedded into practice, particularly for the younger children. Staff lack understanding of the settling-in policy and the key person's role in supporting children to develop secure attachments to help them settle and feel secure.
- Occasionally, staff do not sit at the children's level as they play and this prevents them fully interacting and communicating.

It has the following strengths

- Staff incorporate the Montessori teaching philosophy and the Early Years Foundation Stage very well together.
- The special educational needs coordinator is dedicated to her role and plans small group sessions to encourage particular skills for individual children. This helps them to make significant achievements in their development.
- Most children are happy, motivated and eager to explore. They show confidence in their self-help skills and independence.

What the setting needs to do to improve further

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

- improve the settling-in process and key-person system to ensure that new children are fully supported to help them feel emotionally secure
- ensure records, including those which confirm the suitability of staff, are easily accessible and available for inspection.

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

- strengthen the good communication staff share with children by ensuring they consistently interact at the children's level.

Inspection activities

- The inspector spent the majority of inspection time observing the children in the nursery as they played.
- The inspector sampled children's information and development records.
- The inspector held discussions with the manager, deputy and a room leader.
- The inspector talked to parents to obtain their views about the nursery.
- The inspector and manager completed a joint observation in the garden.

Inspector

Jennifer Devine

Inspection findings

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

The learning environment offers children an exciting range of activities across all the areas of learning. Children are very familiar with the equipment available and show great independence. They choose an activity and know how to tidy it away and return the equipment to its correct shelving when they have finished. Staff carry out regular observations and assessments on each child. They identify children's achievements and plan for the next steps in their learning. Consequently, all children make good progress in preparation for school. Each room is particularly well resourced with craft materials and equipment, enabling children to be creative and develop their imaginations. Staff have a secure awareness of enabling children to develop their ideas and help them by making suggestions. Overall, the quality of teaching is good. However, occasionally, some staff stand supervising the children rather than being at their level and this slightly hinders the communication levels.

The contribution of the early years provision to the well-being of children requires improvement

The key-person system and the settling-in policy are not fully understood and embedded into staff practice, particularly in the younger age room. Staff working in the younger age room do not fully recognise the importance of emotional attachment. This is noticeable for new children settling into the nursery as parents are not invited to stay with their child. In addition, some staff do not plan their time to be with their new key children to develop their relationship and provide individual care. As a result, some young children show signs of distress during the day, crying often and generally being unhappy. Parental feedback at inspection indicates that parents are happy with the care and education provided. In particular, parents comment that the computer log-in system is effective in keeping them informed and enables them to share moments of their child's day. Staff have good links with the local schools to enable them to support children's successful move to school.

The effectiveness of the leadership and management of the early years provision requires improvement

The manager has a suitable knowledge of carrying out staff supervision and appraisals to ensure that staff are adequately supported in their roles. Staff meetings are held regularly and staff's input is welcomed. Training is encouraged to support staff's own professional development and help improve outcomes for children. Staff have a suitable knowledge of safeguarding and know the procedures to report any concerns. Safeguarding training is planned to update and refresh staff's knowledge. Although the manager stated during the inspection that staff suitability checks, including references and proof of qualifications, are carried out, it was not possible to verify these as most staff records were incomplete.

Setting details

Unique reference number	EY270688
Local authority	Hillingdon
Inspection number	833366
Type of provision	Full-time provision
Registration category	Childcare - Non-Domestic
Age range of children	0 - 5
Total number of places	74
Number of children on roll	84
Name of provider	Norfolk Lodge School Ltd
Date of previous inspection	4 November 2009
Telephone number	0208 866 4701

Haydon Hall Montessori Nursery registered in 2003. It operates from premises in Pinner, in the London Borough of Hillingdon. The nursery is open Monday to Friday, from 9am to 4pm, during school term times. The nursery also offers a breakfast club from 8.30am, an after school club until 4pm and a holiday club. The nursery receives funding for three- and four-year-olds. The nursery follows the Montessori educational philosophy. The nursery employs 18 staff, all of whom hold relevant childcare qualifications, including one who holds Early Years Professional Status.

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