

# Acton Day Nursery & Pre-School

294 High Street, London, W3 9BJ



## Inspection date

Previous inspection date

5 March 2015

Not applicable

The quality and standards of the early years provision	This inspection: Previous inspection:	Inadequate Not applicable	4
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

- Observation, planning and assessment systems are weak and inconsistent. This means staff are not able to monitor and assess all children's progress adequately, identify gaps, plan effectively or promote children's learning.
- Staff's knowledge of the signs and symptoms of possible abuse and neglect is not consistent. Therefore, staff do not protect or safeguard children adequately. This is also a breach of the Childcare Register requirements.
- The premises and resources are not clean or well maintained and risk assessments are not used effectively. This means children's health and safety is compromised.
- In addition, staff do not consistently maintain a record of children's hours of attendance. This is a further breach of the requirements for the Childcare Register.
- Staff deployment is poor and there are times when the children are bored and as a result become disruptive.
- The management team does not provide clear support, coaching and training in order to improve staff practice and the quality of provision for children to improve outcomes.
- Systems for self-evaluation are weak and the organisation of mealtimes does not promote children's independence effectively.

### It has the following strengths

- Staff are kind and caring towards the children, supporting children's growing confidence and feelings of security.
- Staff engage children well in singing activities to promote language development.
- Parents are kept informed about changes in the nursery.

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

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

- develop staff's knowledge of the learning and development requirements, so that they can consider the individual needs, interests and stage of development of each child, and use this information to plan an enjoyable, challenging experience for each child, in all areas of learning and development
- improve the system of assessment, including implementing the required progress check for two-year-old children, to ensure assessment is focused and precise and shows how children make progress in their learning
- ensure staff attend training to ensure they are able to identify signs and symptoms of possible abuse and neglect
- improve systems for staff supervision to provide clear support, coaching and training in order to improve staff practice and the quality of provision for children
- ensure children and staff are not exposed to risks and demonstrate how risks are known and managed
- ensure staff know their roles and responsibilities and are deployed effectively to make sure the needs of all the children are met
- make sure indoor and outdoor spaces are fit for purpose, by keeping premises and equipment clean and safe for children to use, ensuring the premises are secure, and by being aware of and complying with requirements of health and safety legislation, including hygiene requirements
- keep a daily record of the children being cared for, which includes their hours of attendance.

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

- develop robust systems for self-evaluation to identify the strengths of the provision and clearly target areas for development in order to improve outcomes for children
- change the arrangements at meal times to encourage children's independence.

### **To meet the requirements of the Childcare Register the provider must:**

- ensure the premises both indoors and outdoors are safe and suitable for childcare
- keep a daily record of the children cared for and their hours of attendance
- take steps to minimise any risks to the health and safety of children and staff.

## **Inspection activities**

- The inspector sampled documents that are used to support practice in the setting.
- The inspector discussed the systems used by the staff to observe and record the children's progress, and to support their learning and development.
- This inspection was carried out following the risk assessment process.
- The inspector completed a joint observation with the manager.
- The inspector talked to parents, staff and children, and held regular discussions with the management team.

### **Inspector**

Julie Biddle

## Inspection findings

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

Staff have a limited understanding of the learning and development requirements. As a result, they do not promote children's learning and development adequately. Staff work with parents to obtain some information about children's initial interests and capabilities, but do not fully use this in their planning. This affects how well staff are able to support children's early learning and development. In general, children confidently move around the nursery and make choices from the resources and toys available. Although there are sufficient numbers of staff on site, they are not clear about their roles and responsibilities. The children enjoy some opportunities to play outdoors. However, one of the outdoor areas is out of use due to drains flooding and sewage coming up over the area.

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

The health, safety and hygiene procedures are weak. Staff are unable to wash their hands in the bathroom and stale part-bottles of baby milk are left where children can access them. These hazards increase the risk of cross infection. Furthermore, door handles and taps are broken, water is dripping in the kitchen area close to electrical sockets causing a hazard, and dangerous items, such as a roll of food wrap, are left in children's reach. As a result, children's health and safety is compromised. Staff operate a key-person system, which helps to support new children. Children begin to gain an understanding of their own personal hygiene needs, as staff generally remind them of the importance of washing their hands before mealtimes. However, practice is not consistent as poor staff deployment and organisation means children wash their hands 20 minutes before they eat. This poses a further risk of cross infection. In addition, as mealtimes are poorly planned, children do not have the opportunity to develop their independence at this time.

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

The provider is in breach of a number of safeguarding and welfare requirements. The system to appraise staff is weak, which means they have limited opportunities to develop their understanding of childcare. In addition, due to a lack of effective supervision and training, staff have not sufficiently improved their understanding of the learning and development requirements. As a result, staff do not support children to make good progress. Staff are not secure in their understanding of planning and assessment, and the management team do not monitor observations and assessments to identify gaps and ensure staff plan to meet children's individual needs. Consequently, children's progress is not monitored effectively and staff do not carry out the required assessments, such as the progress check for two-year-olds. Furthermore, staff do not promote children's safety and well-being sufficiently. Some staff are clear about their role in child protection; however, this is not consistent as some staff are less secure in their knowledge, compromising children's welfare. Staff talk to parents when they collect their children, telling them about

their child's day. The management team has established partnerships with other professionals who work with the children to support some children's specific needs. However, systems for self-evaluation are weak and are not robust enough to identify and address key weaknesses in practice.

## Setting details

<b>Unique reference number</b>	EY478815
<b>Local authority</b>	Ealing
<b>Inspection number</b>	1007463
<b>Type of provision</b>	Full-time provision
<b>Registration category</b>	Childcare - Non-Domestic
<b>Age range of children</b>	0 - 8
<b>Total number of places</b>	34
<b>Number of children on roll</b>	18
<b>Name of provider</b>	V, D's & Every Kid's Dreams Nurseries Limited
<b>Date of previous inspection</b>	Not applicable
<b>Telephone number</b>	02089935690

Acton Day Nursery & Pre-School registered in 2014. The nursery operates in the London Borough of Ealing. The nursery is open each weekday from 8am until 6pm. The nursery receives funding for the provision of free early education to children aged two, three and four years. The nursery employs eight staff members; over half of whom hold relevant early years qualifications to level 2 and 3. This includes one member of staff who has attained Early Years Professional Status.

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