

McMillan Early Childhood Centre

Judge Heath Lane, Hayes, Middlesex, UB3 2PD



Inspection date

Previous inspection date

13 July 2015

Not applicable

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Not applicable	
How well the early years provision meets the needs of the range of children who attend		Requires improvement	3
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:

- The provider has not ensured that Ofsted have been informed of a change in the manager of the nursery, as required.
- Staff are at times unclear about their roles and, as a result, do not effectively deploy themselves during activities to fully meet children's needs.
- Resources in the role play area do not reflect all children's family lives and communities. This means children's experiences in this area do not fully broaden their knowledge and understanding.
- Assessment of children's progress is not always consistent or effectively monitored. As a result, activity plans do not always challenge or reflect the learning needs of all the children. Self-evaluation is not robust enough to identify all weaknesses.
- Systems to observe and appraise staff practice are in place; however, targets set are not fully monitored to support staff practice to make effective improvements.

It has the following strengths

- Staff know the children well, and they are considerate and caring. As a result, children demonstrate secure levels of confidence.
- Staff attend safeguarding training and have a secure understanding of their responsibility to protect children. As a result, children are safe as they play and learn.
- Children gain understanding of a healthy lifestyle during mealtimes and physical play.
- Staff have developed secure partnerships with parents, who speak well of the staff and the care they offer their children.

What the setting needs to do to improve further

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

- ensure that staff are adequately deployed during everyday routines and activities to keep children engaged and to ensure their needs are consistently met
- improve and monitor the assessment systems to ensure that staff regularly assess children's progress and provide them with challenging activities to effectively promote their learning.

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

- expand the range of resources available for role play to reflect children's homes and communities
- review systems used to monitor identified staff targets in order to further improve their professional development
- improve the self-evaluation processes to drive continuous improvement more robustly.

Inspection activities

- The inspector observed children's play and staff interactions with them.
- The inspector completed a joint observation with the deputy.
- The inspector talked to parents, staff and children, and held regular discussions with the deputy and centre manager.
- The inspector examined documentation, including a representative sample of children's records, development plans and staff records.

Inspector

Julie Biddle

Inspection findings

How well the early years provision meets the needs of the range of children who attend. This requires improvement

The quality of the assessment process is variable and is not monitored well. This means that some staff do not know children's levels of achievement or their interests, so do not fully help them to progress. Furthermore, there are times when some children are not fully challenged by the planned activities. Staff ensure there are some activities set out and other resources are easily accessible to enable children to make choices about their play. These opportunities help to develop their confidence. Children enjoy singing familiar songs with actions, which helps to support language development. Children use good levels of imagination in the role play area. However, this area does not fully reflect each child's home life. Children's senses are stimulated as they explore how cornflour feels on their hands; they watch intently as the cornflour slips through their fingers. Staff effectively support children to prepare for their move on to their next steps in learning.

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

Staff implement the key-person system effectively. They know and respect the individual welfare needs of each child. This helps children develop emotional security and confidence. However, there are times during the day when staff are less secure about their role. As a result, they do not effectively deploy themselves to keep children engaged. This means there are times when some children play alone with little interaction with staff or other children. The outdoor area is resourced well and children enjoy the opportunity to access the area. Children develop appropriate physical skills and have fun as they tip and pour water, and laugh as they blow bubbles. Children have been involved in making improvements in the garden area and have planted miniature gardens. As a result, they are learning about improving their own environment and caring for living things.

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

The centre manager has not notified Ofsted of a change to the nursery manager, which is a legal requirement. However, this does not have a significant impact on the children's well-being as appropriate checks have been completed. There are some systems for performance management to help drive improvement and identify training requirements. However, these are not fully effective as targets set for staff and improvements to the environment are not always met or monitored. This results in limited benefit to the children. Partnerships with other professionals are secure. This means support and any early intervention for children with emerging concerns are in place. However, the system of self-evaluation is not fully embedded into practice. As a result, some areas identified for improvement are not always fully addressed.

Setting details

Unique reference number	EY280910
Local authority	Hillingdon
Inspection number	986051
Type of provision	Full-time provision
Registration category	Childcare - Non-Domestic
Age range of children	0 - 3
Total number of places	24
Number of children on roll	37
Name of provider	McMillan Early Childhood Centre
Date of previous inspection	Not applicable
Telephone number	0208 573 4427

McMillan Early Childhood Centre registered in 2004. It is situated in the London Borough of Hillingdon. The nursery is open each weekday from 8am to 6pm for 48 weeks of the year. The provider employs seven staff; of whom, six hold appropriate early years qualifications at level 3. The provider receives funding for the provision of free early education to children aged two years.

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