

Regal Brook Nursery

38 Upper Wickham Lane, Welling, DA16 3HF



Inspection date

Previous inspection date

9 September 2015

15 April 2015

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Inadequate	4
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Inadequate	4
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Inadequate	4

Summary of key findings for parents

This provision is inadequate

- The provider does not ensure that staff implement the safeguarding policies and procedures effectively. Some staff have their mobile phones on them when dealing with children's personal care needs. In addition, the manager does not ensure that registers are accurately maintained. This significantly compromises children's welfare.
- Although staff take part in supervision sessions with management, these have failed to drive sufficient improvements in their knowledge and practice, and the quality of teaching is weak. Staff are not meeting all statutory requirements and these breaches compromise children's welfare and learning.
- Staff do not plan routines and activities, or organise resources, to meet all children's needs. Children cannot easily choose what they would like to use, and are expected to sit and listen for long periods, so opportunities to play and explore are limited. Staff plan for their key children's learning but do not always use these plans. Therefore, children are not helped to make good progress.
- The provider has not notified Ofsted of changes to the nursery's opening hours, and she does not have all the required records available and accessible for inspection.
- Systems to evaluate and monitor the provision are ineffective. The provider has a limited understanding of her role and responsibilities regarding management of the nursery. She has failed to address all actions raised at the last inspection or to identify areas of the provision that still require improvement. She still does not meet all the requirements of the Early Years Foundation Stage.

It has the following strengths

- Children are happy to play with their friends and build positive relationships with each other.

What the setting needs to do to improve further

The provision is inadequate and Ofsted intends to take enforcement action

We will issue a Welfare Requirements Notice requiring the provider to:

	Due Date
■ ensure all staff have a clear understanding of how to implement the safeguarding policy and procedures, and that these are rigorously implemented at all times so that children are effectively safeguarded	09/10/2015
■ ensure that ongoing supervision, support and training are effectively used to improve the quality of teaching and learning	09/10/2015
■ ensure that all records are easily accessible and available	09/10/2015
■ keep an accurate register of children's daily attendance, including the times of arrival and departure.	09/10/2015

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

	Due Date
■ ensure that staff use the information they gain through observations and assessments of children's learning to plan sharply focused next steps in learning and activities that meet children's individual needs, interests and stages of development in order to help them make good progress	09/10/2015
■ implement robust systems for monitoring the educational programmes to ensure that any variations in progress made by children are swiftly identified and acted upon so that all children make good or better progress given their starting points	09/10/2015
■ ensure the organisation of resources enables children to easily choose for themselves what they would like to play with.	09/10/2015

Inspection activities

- The inspector observed activities in both the indoor and the outdoor play areas.
- The inspector spoke to all members of staff to gather their knowledge about their safeguarding responsibilities.
- The inspector carried out a joint observation with the manager in the outdoor play area.
- The inspector spoke to parents and took account of what they said.
- The inspector looked at children's development records, staff suitability checks, and policies and procedures.

Inspector

Rebecca Swindells

Inspection findings

Effectiveness of the leadership and management is inadequate

The management of the nursery is ineffective. The provider has failed to address all previously raised actions. The management team does not identify key areas of weakness in the organisation and delivery of the educational programmes. Children's attendance records are not accurately maintained and not all required documentation was available for inspection. For example, more children were in attendance on the day of inspection than were recorded in the register, and staff qualifications could not be verified as evidence was not on site. The provider identified that staff hold appropriate qualifications, and receive regular supervision. However, staff do not routinely use what they know to help promote children's learning. Management fails to effectively monitor how the educational programme is implemented to help drive improvements to staff practice and the quality of teaching. Consequently, children are not being helped to make good progress. Safeguarding is ineffective. The provider does not ensure that staff robustly follow the safeguarding procedures, and there are several breaches of safeguarding and welfare requirements. These breaches have a significant impact on the safety and well-being of children. Nonetheless, the provider uses appropriate systems to recruit and check staff suitability to ensure only those suitable to work with children do so. The provider welcomes all children and their families and makes sure that diversity is valued in the setting. Children learn to respect others to help prepare them for their future lives in the community.

Quality of teaching, learning and assessment is inadequate

The nursery manager and staff plan activities for children but these are not always matched to their individual needs. Parents talk to staff about their children and share ideas of what interests them at home. These ideas are included in planning but staff do not use them on a day-to-day basis to enthuse and motivate children in their learning. There is a variety of resources within the nursery. However, these are not all organised in a way that enables children to easily choose them for themselves, as many of them are in a large cupboard that only staff can enter. Therefore, children have insufficient opportunities to lead their own play and follow their own interests. Staff support children's developing language skills appropriately when they are working in small groups. For example, children listen to staff saying letter sounds, and practise their conversation skills with them as they play outside with dolls. Children practise counting aloud as part of group story times. Consequently, they become familiar with the names of numbers. Key persons make observations of their key children and plan ways of supporting them at nursery. However, these plans are not routinely followed, which prevents children from making the progress they are capable of.

Personal development, behaviour and welfare are inadequate

Children play together well. They enjoy riding bikes and scooters outside, which help them develop appropriate physical skills. Children behave well and follow instructions quickly and willingly. However, some staff expectations are unrealistic. For example, staff make children sit and wait for long periods unoccupied while they clear up the room. Children

develop positive relationships with the adults that care for them and are keen to be alongside them. Staff promote children's independence by giving them jobs to do, such as handing out plates and selecting their own fruit at snack time; this helps to build their confidence. Most children are developing some skills for their future learning. Staff help children to share and take turns, and offer them praise to build on their confidence and encourage them to attempt some tasks independently.

Outcomes for children are inadequate

Children are not making the best possible progress, given their starting points. Staff assess most children as having below expected levels of achievement and are failing to support them to improve what they can do. Children are not able to always choose for themselves what they would like to play with, or how they would like to build on their learning. Although staff make observations and assessments on what the children can do, they do not routinely use these or follow their key children's individual planning to precisely focus on helping children make the best possible progress in their learning. Therefore, although children are happy, they are not all developing the knowledge and skills they will need for their future learning.

Setting details

Unique reference number	EY470197
Local authority	Bexley
Inspection number	1013058
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Age range of children	0 - 5
Total number of places	24
Number of children on roll	24
Name of provider	Regal Brook Nursery Ltd
Date of previous inspection	15 April 2015
Telephone number	02086931088

Regal Brook Nursery registered in 2013. It operates from premises at the back of the Freedom Centre International Church in Welling, in the London Borough of Bexley. It is open each weekday, from 9am until 4pm, term time only. The nursery receives funding for the provision of free early education for children aged two, three and four years. The nursery employs five members of staff, of whom four have appropriate early years qualifications at level 3 and level 4.

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. If you would like Ofsted to send you a copy of the guidance, please telephone 0300 123 4234, or email 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.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence/, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at www.ofsted.gov.uk/resources/120354.

Interested in our work? You can subscribe to our website for news, information and updates at www.ofsted.gov.uk/user.

Piccadilly Gate
Store St
Manchester
M1 2WD

T: 0300 123 4234
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/government/organisations/ofsted

© Crown copyright 2015

