

Cybertots at GWQ

Building 5, Unit 1 Trico House, Ealing Road, Brentford, Middlesex, TW8 0GD



Inspection date

12 November 2015

Previous inspection date

Not applicable

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Not applicable	
Effectiveness of the leadership and management		Requires improvement	3
Quality of teaching, learning and assessment		Requires improvement	3
Personal development, behaviour and welfare		Requires improvement	3
Outcomes for children		Requires improvement	3

Summary of key findings for parents

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

- Managers' systems for monitoring staff practice are not fully effective. There are inconsistencies in practice across the nursery.
- The key-person system in the baby room is not fully effective. For example, staff do not always deploy themselves appropriately at key times to fully promote babies' well-being and do not consistently interact with babies to meet their care and learning needs.
- Staff induction is not robust enough. Not all new staff have a comprehensive knowledge of the nursery's safeguarding procedures. This is also a breach of the Childcare Register.
- Staff do not always provide children with enough time and opportunities to think.

It has the following strengths

- Partnerships with parents are effective. Staff gather detailed information when children start at the nursery and hold regular meetings to share information about children's progress.
- Staff assess children's achievements and use this information well to plan for their next steps in learning. Managers track children's progress to identify any gaps in their learning.
- Staff provide children with opportunities to develop a healthy lifestyle. Children enjoy healthy, nutritious meals and snacks and use the well-resourced outdoor area every day.
- The premises are safe and secure. Staff carry out daily risk assessments and monitor the exits to ensure no children can leave the premises unsupervised.

What the setting needs to do to improve further

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

	Due Date
<ul style="list-style-type: none"> ■ improve induction procedures to ensure all new staff have a comprehensive knowledge of the safeguarding procedures 	03/12/2015
<ul style="list-style-type: none"> ■ improve the monitoring of staff practice to ensure consistency across the nursery 	03/12/2015
<ul style="list-style-type: none"> ■ ensure staff are deployed effectively in the baby room so they continuously supervise all babies at key times to meet their individual care and learning needs 	03/12/2015
<ul style="list-style-type: none"> ■ ensure all new staff are trained on the written statement of procedures to be followed to safeguard children from abuse or neglect. 	03/12/2015

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

- strengthen opportunities for children to think for themselves.

Inspection activities

- The inspector had a tour of the nursery and took part in a joint observation with the manager.
- The inspector observed the quality of staff's interactions with children.
- The inspector held discussions with the manager, deputy manager, area manager, provider and staff at appropriate times during the inspection.
- The inspector took into account the views of parents spoken to on the day.
- The inspector looked at various documents, including policies and procedures, risk assessments, staff training records, records of children and evidence of the suitability of staff.

Inspector
Jane Franks

Inspection findings

Effectiveness of the leadership and management requires improvement

Safeguarding is effective. All staff know what to do if they have concerns about a child. There is an induction process that covers safeguarding but it is not fully robust. For example, not all new staff understand all aspects of the safeguarding procedure fully. This does not have an impact on children's safety as all new staff are closely monitored. The manager has a sound understanding of the complaints procedure and of notifying Ofsted of significant events. Staff attend a number of training courses, which enable them to extend their knowledge and develop new skills. They have regular supervision meetings. However, managers recognise the need to improve the monitoring of staff practice to ensure consistency across the nursery. Managers demonstrate a commitment to making improvements. For instance, a recent audit has resulted in some positive changes to the learning environment and the experiences available to children.

Quality of teaching, learning and assessment requires improvement

Children use a well-resourced environment both indoors and outdoors, where they can follow their own interests and make choices in their learning. Children develop skills of creativity and imagination. For example, older children design Christmas decorations and younger children explore and investigate using their senses. However, staff do not always help children extend their thinking skills fully. For instance, staff do not always provide older children with time to respond to questions or challenge babies with suitable interactions. Children develop their mathematical skills as they take part in everyday play. For example, they develop an understanding of number as they blast off their rockets.

Personal development, behaviour and welfare require improvement

The key-person system in the baby room is not always fully effective. For example, key staff do not always provide enough supervision for babies while they are drinking from their bottle or respond quickly enough to their need for comfort. However, staff do support babies' well-being by taking suitable steps to ensure nappy changing routines are effective and the temperature of the nursery is adequate. Parents comment that they are happy to approach their child's key person at any time about any issues. Children learn about other cultures and beliefs. For example, they learn about various people and communities and take part in a range of activities relating to different cultural festivals. Staff encourage children to manage their own personal hygiene, such as washing their hands.

Outcomes for children require improvement

Children make appropriate progress from their starting points. Staff help to prepare older children with the skills needed for their next stage in learning and move to school. However, babies do not make the best possible progress as staff do not always respond to their learning needs.

Setting details

Unique reference number	EY475302
Local authority	Hounslow
Inspection number	1031532
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Age range of children	0 - 5
Total number of places	120
Number of children on roll	92
Name of provider	Cybertots at GWQ Limited
Date of previous inspection	Not applicable
Telephone number	0208 896 3809

Cybertots at GWQ opened in 2014. It is privately owned and is situated on the ground floor of high-rise residential flats in the London Borough of Hounslow. The nursery is in receipt of funding for the provision of free early education for children aged two, three and four years. The nursery opens Monday to Friday from 8am until 6pm, all year round. The nursery employs 47 members of staff; 35 are qualified in early years.

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