

# Buckingham Montessori School

19-25 Buckingham Road, Edgware, HA8 6LY



## Inspection date

30 November 2015

Previous inspection date

Not applicable

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Not applicable	
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 did not keep Ofsted informed of changes to individuals in the company. The manager, who is the nominated person, does not ensure all information relating to staff is available for inspection. She does not complete Disclosure and Barring Service checks for all new staff, which compromises children's safety.
- The manager does not deploy staff effectively to keep children safe. In addition, there is not always at least one member of staff with a paediatric first aid qualification present to deal with children's accidents and injuries.
- The manager does not monitor children's progress effectively and does not support staff's professional development to improve the quality of teaching.
- Parents are not given sufficient information about staff and their roles. The key-person system is not embedded to support new children effectively or to share information with parents about their children's progress.
- Staff do not use assessments of children's learning effectively to monitor progress. They do not plan age-appropriate activities which consistently challenge and extend children's learning. Children do not make adequate progress.
- Behaviour management is weak. Children are not helped to learn the difference between right and wrong.

### It has the following strengths

- Children enjoy nutritious meals and snacks, which meet their dietary needs.

## What the setting needs to do to improve further

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

	<b>Due Date</b>
■ ensure there is at least one person who has a current paediatric first aid qualification on the premises at all times	14/12/2015
■ ensure that information is maintained and available for inspection regarding staff qualifications and the identity checks and vetting processes that have been completed, including the Disclosure and Barring Service check reference number, the date the disclosure was obtained and the details of who obtained it	14/12/2015
■ ensure that a Disclosure and Barring Service check is obtained for every person over the age of 16 years who works directly with children	14/12/2015
■ ensure there are appropriate arrangements in place to support staff's professional development	12/01/2016
■ improve the deployment of staff to ensure children's continual safety and well-being	14/12/2015
■ improve the information available to parents on how the Early Years Foundation Stage is delivered, and provide information about the staff and their roles in the setting	12/01/2016
■ improve the key-person system so staff help their key children and families to become familiar with the setting	12/01/2016
■ improve staff's understanding of how to manage children's behaviour with age-appropriate strategies	12/01/2016
■ improve staff's knowledge of how to use their assessments of children's learning to plan challenging activities for each child's individual needs, so they make good progress in their learning and development	12/01/2016
■ use assessments effectively to monitor children's progress in order to identify their next steps in learning, and involve parents in their learning.	12/01/2016

## **Inspection activities**

- This inspection was carried out following Ofsted's risk assessment process.
- The inspector observed children's play and sampled children's information and development records.
- The inspector held discussions with the nominated person and staff.
- The inspector talked to parents to obtain their views about the nursery.
- The inspector completed a joint observation with a senior member of staff.

## **Inspector**

Jennifer Devine

## Inspection findings

### **Effectiveness of the leadership and management is inadequate**

Safeguarding is ineffective. The provider recognised that ratios were not met at all times and has recently taken steps to ensure ratios are now met. However, she does not deploy staff effectively to ensure children's safety. For example, during the lunchtime handover, children are able to leave their room unnoticed. There is not always a qualified first aider present to manage children's accidents. The manager does not have all required documents available for inspection. Staff qualifications could not be verified at inspection as staff records were incomplete. The provider's recruitment procedures are not robust. Not all staff have a Disclosure and Barring Service check to verify their suitability. This puts children at risk. Staff do not receive suitable support and training to help them make improvements. The provider has not informed Ofsted of changes to individuals who are part of the company, to ensure they obtain suitability checks. On this occasion, Ofsted does not intend to take any action. Staff have a suitable understanding of child protection procedures should they be concerned about a child. The newly appointed manager has begun to carry out a review of provision, although it is too soon to see any improvements.

### **Quality of teaching, learning and assessment is inadequate**

Staff do not have a secure knowledge of how children learn and do not provide enough challenge to extend learning. They do not use their observations effectively to plan for each child's progress in their learning. Staff direct children too much in adult-led activities, which hinders children's imagination and creative thinking. For example, staff give children pre-drawn pictures to colour in. Staff organise resources well so children make some choices in their play. For example, children enjoy playing with large bricks and solve problems as they count and build roadways.

### **Personal development, behaviour and welfare are inadequate**

Staff do not understand and implement the key-person system effectively. They do not share important information with parents about how their children are learning or fully recognise the importance of emotional attachment, particularly for new children. They do not make sure they are available to offer reassurance to children as they arrive. Staff do not consistently help children to manage their behaviour. They do not teach children to respect each other's feelings and be kind to each other. There are too many disagreements between children which end in them getting upset. This has a negative effect on children's care and learning experiences.

### **Outcomes for children are inadequate**

Children are not working within the range of development typical for their age, given their starting points. They are not prepared well for school and future learning.

## Setting details

<b>Unique reference number</b>	EY473633
<b>Local authority</b>	Harrow
<b>Inspection number</b>	1032983
<b>Type of provision</b>	Full-time provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Age range of children</b>	0 - 4
<b>Total number of places</b>	35
<b>Number of children on roll</b>	72
<b>Name of provider</b>	Buckingham Nursery Ltd
<b>Date of previous inspection</b>	Not applicable
<b>Telephone number</b>	02035 983994

Buckingham Montessori School registered in 2014. It is located in Edgware, in the London Borough of Harrow. The nursery provides free early education for children aged two, three and four years. The nursery is open from 7.30am to 6pm, Monday to Friday, all year round, except for bank holidays. The provider employs 13 members of staff, who all hold a relevant childcare qualification. The nursery follows the Montessori educational philosophy.

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.

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