

Richford Street Day Nursery

50 Richford Gate, 61-69 Richford Street, London, W6 7HZ



Inspection date	5 January 2016
Previous inspection date	2 May 2013

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Satisfactory	3
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

- Staff do not have a sufficient understanding of the setting's safeguarding procedures. Not all staff are confident about what action to take if they have a concern about a child or the practice of another member of staff.
- The key person system is ineffective. Staff do not have a clear understanding of their role as a key person in promoting children's individual care and learning needs.
- Staff do not give children clear messages about how to behave. Consequently, children are not always sure of expectations for behaviour.
- Leaders do not monitor the quality of practice well enough in order to identify what needs to improve. Although team meetings are held, individual staff supervision is not regular enough to ensure staff know how to implement policies and procedures.
- The provider does not ensure children play in a suitable environment. The premises and resources are not clean or well maintained.
- The quality of teaching is too variable. Staff do not use their observations and assessments of what children know and can do already to identify and plan effectively for what needs to happen next in their learning.

It has the following strengths

- Parents say the manager seeks their views and responds promptly to what they say. For example, she has improved safety and access to the nursery by reminding all parents of their responsibility to follow risk assessment procedures and store children's buggies safely.

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
<ul style="list-style-type: none"> ■ ensure all staff are trained to understand the safeguarding policy and procedure and have an up to date knowledge of safeguarding issues. This is with particular regard to allegations being made against a member of staff 	19/01/2016
<ul style="list-style-type: none"> ■ improve the key-person system to meet children's individual care and learning needs and to build effective relationships, to help children settle and feel secure. In particular, so that staff can include all children so that each child feels valued 	19/01/2016
<ul style="list-style-type: none"> ■ ensure children's behaviour is managed in an appropriate way, this specifically refers to supporting children to understand expectations for behaviour using positive and consistent methods 	19/01/2016
<ul style="list-style-type: none"> ■ improve the effectiveness of staff supervision to ensure that monitoring of staff practice is used effectively to improve teaching skills and promote a shared approach to continuous improvement 	19/01/2016
<ul style="list-style-type: none"> ■ ensure that the premises and resources overall are fit for purpose and comply with requirements of health and safety legislation. 	19/01/2016

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"> ■ ensure that the quality of teaching is consistently strong so all children receive high quality learning experiences that help them to achieve successfully in all areas of learning. 	19/01/2016

Inspection activities

- The inspection was carried out following concerns received about how well the provider was meeting safeguarding requirements.
- The inspectors observed activities both indoors and outdoors.
- The inspectors spoke with members of staff and children at appropriate times during the day and held discussions with the provider, manager, independent early years consultants and staff.
- The inspector carried out a joint observation with the manager.
- The inspectors took account of views of parents spoken to on the day of the inspection.
- The inspectors looked at children's records, planning documentation, the nursery's self-evaluation, evidence of suitability of staff and a range of other documentation, including policies and procedures.

Inspectors

Catherine Greene / Julia Crowley

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is not effective. Although, staff have attended safeguarding training since the last inspection they are not confident about how to follow procedures. They do not all know what to do if they have concerns about a child's welfare. The provider is beginning to monitor the quality of the provision. However, systems are not yet fully implemented or effective. Staff complete some checks to identify and reduce risks. However, they have overlooked the risk to children's health presented by poor hygiene in the nursery. The manager does not hold regular supervision meetings for all staff. Some staff do not have clear targets set to help them develop their practice. Weaknesses, such as the poor quality of teaching are not identified or tackled effectively in order to drive improvements. Managers do not check teaching rigorously enough to identify inconsistencies in the quality of planning and children's assessments.

Quality of teaching, learning and assessment is inadequate

Staff do not consistently complete observations to find out what children know and can do already. Some assessments are incomplete or not precise enough. This does not help staff do identify what needs to happen next or plan activities to extend children's learning. This means children are not challenged by the activities and their learning is not promoted effectively. Parents are encouraged to share observations of their children from home. However, some staff do not use this information well, for example to gain an accurate understanding of children's likes and dislikes. Staff do not always adapt activities well enough so all children can take part. Older children struggle to get attention at times and staff are not on hand to provide encouragement for their emerging language skills. Children enjoy physical play in the outdoor area. This supports their health and well-being as they have space to run and explore.

Personal development, behaviour and welfare are inadequate

Staff are not always sensitive to individual children's needs. Babies do not receive consistent care from staff who they know and trust to help them feel safe. Staff do not always support young children's emotional needs. Babies and toddlers at times have little interaction from their key persons. When children become upset, staff do not give children enough reassurance or acknowledge how they may be feeling when separated from their parents. Staff do not share information effectively when children move rooms to ensure smooth transitions. Babies and older children move around the group rooms generally confidently but when they look to adults for reassurance this is not always forthcoming. At times, children are not sure what to do and wander around the room with little or no interaction. As a result, some children are not able to form secure relationships with adults or feel entirely confident. Staff do not promote children's awareness of expectations of behaviour effectively. Most children listen to staff and follow simple instructions, for example, to help tidy toys away. However, staff sometimes contradict each other in the directions and guidance they give to children. This means there are occasions when children do not understand what is expected of them.

Outcomes for children are inadequate

The quality of teaching and learning is too variable and as a result children do not make good progress. Staff do not consistently assess, check or monitor the progress of all children. Children's individual needs are not met and they are not prepared well enough for the move to the next room or on to school. The provider is working with an independent consultant to identify what needs to improve, but this is at an early stage.

Setting details

Unique reference number	143795
Local authority	Hammersmith & Fulham
Inspection number	1035319
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register
Age range of children	0 - 8
Total number of places	70
Number of children on roll	52
Name of provider	Bringing Up Baby Limited
Date of previous inspection	2 May 2013
Telephone number	020 8746 1015

Richford Street Day Nursery registered in 1995. The nursery is one of four nurseries run by Bringing up Baby Nursery Group. The nursery is open each weekday from 7.30am to 6.30pm for 50 weeks of the year. The nursery provides funded early education for two- three- and four-year-old children. The nursery supports children who speak English as an additional language and has systems in place to support disabled children and those with special educational needs. The nursery employs ten staff; of these, seven hold appropriate qualifications.

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