

Rainbow Nursery

Derby Hall, West Green Road, London, N15 3PJ



Inspection date	22 February 2016
Previous inspection date	21 March 2013

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Good	2
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 implement robust recruitment and vetting procedures to demonstrate the suitability of staff to safeguard children.
- The key person system and settling in procedures do not support children's emotional well-being or learning needs. Children are not assigned a particular member of staff to help them settle when they first start at nursery.
- The provider does not ensure children are cared for in a safe environment. Staff do not recognise when practice is unsafe or identify when they need to supervise babies. Children are exposed to several hazards that put them at risk of harm.
- Staff do not always explain to children why their behaviour is unacceptable. This means children do not learn safe ways to behave or understand the consequences of their actions.
- Partnership with parents does not promote children's well-being or meet their individual needs effectively.
- The quality of teaching is poor, as interaction with children is limited. Staff do not observe, assess or plan effectively well to support children's learning and development.
- Staff lack knowledge of how to develop children's communication skills, particularly for those children whose home language is not English.

It has the following strengths

- Children generally behave well and have opportunities to develop social skills when playing outside with their friends.

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"> ■ record sufficient information about the identity checks and vetting processes that have been completed to demonstrate the suitability of staff 	06/03/2016
<ul style="list-style-type: none"> ■ ensure each child is assigned a key person. This is to ensure that every child's care is tailored to meet their individual needs, to help the child become familiar with the setting, offer a settled relationship for the child and build a relationship with their parents 	29/02/2016
<ul style="list-style-type: none"> ■ ensure children are not exposed to risks and demonstrate how risks will be removed or minimised 	29/02/2016
<ul style="list-style-type: none"> ■ ensure staffing arrangements meet the needs of all children and ensure their safety. This is with particular regard to the supervision of babies 	23/02/2016
<ul style="list-style-type: none"> ■ promote the good health of children attending the setting. This is with regard to ensuring snack time and nappy changing procedures are hygienic and safe 	29/02/2016
<ul style="list-style-type: none"> ■ ensure staff manage children's behaviour in appropriate ways so that children learn how to manage their feelings and adopt safe ways to behave. 	06/03/2016

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

	Due Date
<ul style="list-style-type: none"> ■ gain information from parents when children first start at nursery to help staff meet children's individual needs and help parents to support and extend children's learning at home 	06/03/2016
<ul style="list-style-type: none"> ■ ensure staff observe children so they can assess what they know and can do already, and use this information to plan high quality learning experiences to help children make good progress across all areas of learning 	04/04/2016
<ul style="list-style-type: none"> ■ ensure the quality of staff interactions to support, challenge and extend children's learning is consistently strong 	04/04/2016
<ul style="list-style-type: none"> ■ improve staff's knowledge of how to support children's language and communication skills, especially children who speak English as an additional language, so they make the best possible progress. 	04/04/2016

Inspection activities

- The inspection was carried out following concerns raised about the provider's ability to meet the requirements.
- The inspectors observed children during their play.
- One of the inspectors carried out a joint observation with the manager.
- The inspectors spoke with parents and took account of their views.
- The inspectors spoke with staff and children and held meetings with the manager.
- The inspectors looked at documentation, including recruitment and vetting procedures and children's records.

Inspectors

Julie Whitelaw / Gillian Karen Joseph

Inspection findings

Effectiveness of the leadership and management is inadequate

Arrangements for safeguarding are ineffective. The provider is in breach of a number of the statutory welfare requirements which means that children's safety and well-being is put at risk. Insufficient documentation is in place to verify the suitability of staff. This means that it is unclear if all staff are suitable to work with children. Babies are not adequately supervised to ensure their safety. The key person system is ineffective and does not support children's emotional well-being or learning needs. The provider does not ensure all risks within the setting are identified and minimised. The management of the setting does not ensure that routines such as snack time and nappy changing are safe and promote children's good health. Systems to identify weaknesses are not effective and self-evaluation by management is not an accurate reflection of current practice. Staff demonstrate a satisfactory understanding of the nursery's child protection procedures.

Quality of teaching, learning and assessment is inadequate

The quality of teaching is poor. Staff do not obtain information from all parents to help them meet children's care and learning needs. Parents report that staff do not suggest ways they can continue their child's learning at home. Staff do not make regular assessments of children's learning. This means they do not have a clear understanding of children's stage of development or know and plan for what needs to happen next. Babies enjoy listening to staff sing and the sounds created when moving homemade shakers. Children access a range of resources independently. However, staff do not engage with children to extend their learning effectively or challenge them to make progress. Consequently, children do not persist at activities and this hinders their learning. Children practise cutting with scissors but staff do not explain how to use the scissors safely. Staff do not provide effective support for children who speak English as an additional language to develop their communication skills. This causes distress to new children and hinders the learning of children who have been at the setting a while.

Personal development, behaviour and welfare are inadequate

Children generally behave well and learn to share and take turns when playing on the equipment outside. Staff tell children when their behaviour is unacceptable. However, they do not explain how their actions may affect others. This means that children do not learn safe ways to behave or how to manage their feelings. Staff help children to put on their coats but do not encourage them to do this independently in readiness for school. Staff do not always promote good hygiene practices. They do not clean the mat in between nappy changes and allow babies to eat biscuits that have been on the floor. Staff do not recognise unsafe practice. For example, staff ask young children to climb onto a high unit to have their nappy changed and allow children to walk around when they are eating. Such practice does not help to keep children safe.

Outcomes for children are inadequate

The poor quality of teaching and staff's insufficient understanding of children's individual needs means that children do not make sufficient progress in their learning and development. As a result, children are not prepared well for the move to school.

Setting details

Unique reference number	EY284515
Local authority	Haringey
Inspection number	1039705
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Age range of children	0 - 8
Total number of places	33
Number of children on roll	31
Name of provider	Rainbow Early Years and Childcare Ltd
Date of previous inspection	21 March 2013
Telephone number	0208 8818850

Rainbow Nursery was registered in 2004. The setting is privately owned by Rainbow Early Years and Childcare Ltd. The nursery receives funding for the provision of free early education for children aged three and four years. The nursery opens five days a week, all year round, from 8am to 6pm. The nursery offers places to disabled children, those with special educational needs and children who speak English as additional language. Eight members of staff work with the children, six of whom hold appropriate early years qualifications.

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