

Nursery On The Green

Cricket Green, Mitcham, Surrey, CR4 4LB



Inspection date

Previous inspection date

5 February 2016

7 April 2014

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

- Children are not kept safe because staff do not take effective action to minimise all hazards. They do not ensure that doors to the premises are secure and that matches are always out of children's reach.
- Staff supervision does not foster continuous improvement. For example, the provider does not ensure that staff maintain all required records, plan and provide appropriate activities, or follow good food hygiene practice when storing or serving food.
- The quality of teaching is too variable. Some activities are poorly planned so that teaching is ineffective; when this happens, children lose interest and make insufficient progress.
- Managers do not identify whether all groups of children are making good progress. They do not ensure that staff accurately assess children's knowledge and skills in order to plan for their next steps in learning.
- Progress checks for children aged between two and three years do not always identify their strengths and any areas where progress is less than expected. Where issues or concerns are identified, staff do not consider and record how they will be addressed.

It has the following strengths

- Staff establish strong relationships with children, particularly in the baby room. Children are confident and at ease in the nursery.
- Children learn how to behave because staff have established and apply consistent systems for managing unwanted behaviour.

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"> ■ take all reasonable steps to ensure that children are not exposed to risks, with particular regard to the security of the entrance doors and the storage of materials such as matches | 02/03/2016 |
| <ul style="list-style-type: none"> ■ ensure that the supervision of staff, including managers, provides support, coaching and training, and fosters continuous improvement | 02/03/2016 |
| <ul style="list-style-type: none"> ■ ensure that all staff preparing and handling food are competent to do so, with particular regard to hygiene practices when serving food and the maintenance of correct refrigerator temperatures. | 02/03/2016 |

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

- | | Due Date |
|---|-----------------|
| <ul style="list-style-type: none"> ■ ensure that staff accurately assess children's knowledge and skills and use this information to plan their next steps | 04/04/2016 |
| <ul style="list-style-type: none"> ■ improve the quality of teaching by ensuring that all staff plan and present activities to meet children's individual needs, taking account of their different ages and abilities | 04/04/2016 |
| <ul style="list-style-type: none"> ■ ensure that progress checks for children between two and three years identify where a child is progressing well or where progress is less than expected, make clear how staff will address any concerns, and discuss them with parents. | 04/04/2016 |

Inspection activities

- The inspection was carried out following concerns being raised about safeguarding.
- The inspector observed activities and spoke with children and staff at suitable points during the day.
- The inspector held discussions with the provider and the nursery manager.
- The inspector spoke with a sample of parents and took account of their views.
- The inspector carried out a joint observation with the provider.
- The inspector looked at a sample of policies, procedures and records, including those used for checking the suitability of staff.

Inspector

Felicity Gaff

Inspection findings

Effectiveness of the leadership and management is inadequate

Leaders and managers do not consistently and effectively promote the safeguarding and welfare, or the learning and development requirements of the Early Years Foundation Stage. The provider takes action to address specific issues when they are brought to her attention, but improvements are not always sustained over time. The provider does not monitor the quality of teaching and the progress of different groups of children with sufficient care. Staff supervision does not ensure that teaching is of a consistently high standard across the nursery. As a result, leaders and managers do not identify weaknesses in teaching or inconsistent staff practice which affect the progress some children make. Safeguarding arrangements are not effective. The provider does not ensure that all staff take appropriate action to keep the premises secure. This puts children at risk because unauthorised adults can enter, or children could leave unsupervised. Staff have an adequate understanding of child protection issues. The provider is aware of safe recruitment processes; she ensures that suitability checks are carried out on all staff and maintains appropriate records. There are suitable arrangements for ensuring the required ratios of staff to children are met.

Quality of teaching, learning and assessment is inadequate

The quality of observation, assessment and planning is poor. Staff keep written summaries of children's progress, but do not always use them to assess what children need to learn next. Staff do not plan how to adapt activities in the pre-school room to meet the needs of children of different ages and abilities. For example, activities such as story-time in the pre-school room do not meet the needs of the two-year-old children. An adult-led sorting activity to help children recognise and name colours was ineffective. This was because staff had not identified what they intended children to learn and had not selected appropriate resources. As a result, the activity lacked focus, and children quickly lost interest. The required progress checks for two-year-old children do not meet requirements. Staff do not always complete them when children are between the ages of two and three, and they do not always identify the areas where children are progressing well. Where they identify weaknesses, they do not work with parents to identify what extra support may be needed. In the baby room, staff support children's development well. They understand, for example, how to promote children's language, using techniques that are effective for all, including those who speak a home language other than English.

Personal development, behaviour and welfare are inadequate

Children enjoy suitable meals, which are prepared on the premises and which meet children's individual dietary needs. However, the provider does not ensure that all staff preparing and handling food consistently follow appropriate hygiene procedures or that correct refrigerator temperatures are maintained. This puts children at risk of cross-infection. Parents say that they are happy with the care provided and feel that their children make good progress. There are sufficient toys and equipment to meet children's needs. Staff identify and address some hazards, for example by ensuring that radiators are covered. However, they do not do enough to minimise risks and significant hazards remain. Staff promote children's welfare adequately by following suitable hygiene

procedures for nappy-changing and sleep routines. They maintain the required records of accidents. Staff follow an established system for managing behaviour, which is shared with parents. As a result, children usually behave well. Staff in the baby room make effective use of children's interests to create satisfying play experiences.

Outcomes for children are inadequate

Two-year-old children do not make as much progress as they could because staff do not accurately identify their needs and adapt activities to meet them. However, older children make better progress. For example, they are eager to practise their writing skills and cooperate well with one another, meaning that they are adequately prepared for school. In the baby room, children develop close, affectionate relationships with staff and begin to become aware of the needs of others.

Setting details

Unique reference number	138229
Local authority	Merton
Inspection number	1037513
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	36
Number of children on roll	37
Name of provider	Nursery on the Green (UK) Ltd
Date of previous inspection	7 April 2014
Telephone number	0208 648 2446 0208 648 3581

The Nursery on the Green registered in 1993. It is one of two settings run by a private limited company. It operates from self-contained rooms in Mitcham Methodist Church and also has use of the main hall and an enclosed outdoor area. The nursery opens each weekday between 7.30am and 6pm all year round, apart from bank holidays. It receives funding for the provision of free early education to children aged two, three and four years. It supports children who speak English as an additional language. There are 11 staff who work with the children, eight of whom hold relevant early years qualifications at level 3.

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