

Inspection date	12 May 2016
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 has a weak understanding of all changes that must be notified to Ofsted. She has not informed Ofsted of changes to the manager in a timely manner.
- The provider has not followed the setting's safeguarding policy in relation to any safeguarding allegations made against staff. This puts children's welfare at risk.
- The provider does not support and lead staff effectively to understand their roles and responsibilities. Staff do not receive effective support and coaching to ensure that they meet all children's needs consistently, particularly those who have special educational needs. They fail to support these children effectively to gain the skills needed for school.
- Not all children are assigned a key person to work with their parents and to help meet their needs. There is a high staff turnover and poor consistency of care.
- Children do not make adequate progress. Staff have a limited understanding of how to plan an effective range of learning experiences to challenge children's interests and meet their differing abilities and learning styles. This limits children's ongoing achievements.
- Self-evaluation is ineffective. The provider does not identify breaches in requirements or the effects of these on children's care and learning.

It has the following strengths

- Children enjoy outdoor play and have access to a variety of interesting resources.

What the setting needs to do to improve further

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

	Due Date
<ul style="list-style-type: none"> ■ gain a secure understanding of all changes to notify to Ofsted, including any changes to the manager, within the required timescales 	12/05/2016
<ul style="list-style-type: none"> ■ implement fully the safeguarding policy in relation to allegations, when any concern is raised about a staff member 	12/05/2016
<ul style="list-style-type: none"> ■ support and coach staff so that they all understand their roles and responsibilities, to enable them to provide consistency of care and learning to all children, including those who have special educational needs, to meet their individual care and learning requirements 	12/06/2016
<ul style="list-style-type: none"> ■ implement an effective key-person system to ensure that all children are assigned a specific member of staff to offer each child care tailored to meet their individual needs and engage parents effectively 	12/06/2016
<ul style="list-style-type: none"> ■ provide children with challenging learning experiences that reflect their interests effectively and meet their differing abilities and learning styles. 	12/06/2016

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

- implement an effective self-evaluation system to help identify and remedy any weaknesses in the setting, to improve outcomes for children.

Inspection activities

- The inspection was carried out as a result of a risk assessment process.
- The inspector talked with the parents, the manager, staff, and the children at various times during the inspection. The inspector also undertook a joint observation with the manager.
- The inspector observed the staff's interactions during activities indoors and outdoors, and looked at a range of resources and equipment.
- The inspector sampled a range of documentation, including records relating to children and staff, and checked safeguarding procedures and feedback from parents.
- The inspector had discussions with the manager about policies and procedures, methods of assessing and planning for children's progress, and how she works with parents, staff and other providers.

Inspector

Caroline Preston

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. The provider does not follow the safeguarding policy correctly when an allegation is made against a staff member. She is not able to demonstrate whether she has taken the appropriate action to protect children's welfare adequately. The provider has not informed Ofsted of the changes in managers within the required timescale. Staff know how to identify any possible concerns that a child may be at risk. They carry out effective risk assessments and maintain ratios to promote children's safety and well-being. The provider fails to support and coach staff adequately to meet children's care and learning needs. There is low morale and a high staff turnover, which has a negative effect on the continuity of children's care and education.

Quality of teaching, learning and assessment is inadequate

Staff are not skilled in using different teaching styles to support children in their learning. They do not distinguish between the different ages and abilities of children when planning for their individual learning. Staff do not observe and assess children's developmental needs adequately. They do not plan for their next steps in learning and do not know the children's ages and stages of development. These weaknesses restrict children's progress. Learning opportunities are poor and are not used to extend children's development adequately. Children develop some physical skills. For example, they play with the large parachute and wheeled toys. However, they lose interest as staff do not engage them effectively. Children spend some time at various activities, for example, the sand, water play and creative activities. However, they become bored as these resources are not stimulating or challenging to meet their learning needs. Staff cuddle small babies affectionately and offer them resources, which provide them with some interest.

Personal development, behaviour and welfare are inadequate

Staff do not meet the individual needs of all children, particularly those who have special educational needs, and they do not identify and close emerging gaps in their development. The key-person system is not used effectively to support children's individual care and learning needs. Some children do not have a specific person appointed as required, to ensure that the child's care is personalised and to work with parents to provide consistency. Staff understand how to manage children's behaviour effectively, and children understand what is acceptable. They know how to behave appropriately towards others and learn about the consequences of their actions. Children are positive about others and have some awareness about the differences and similarities between people. Staff provide nutritious meals and ensure that dietary requirements are met. They follow routines for babies as agreed with parents.

Outcomes for children are inadequate

Children, including those who have special educational needs, are not well prepared for their move on to the next stage of their learning. They attend to their personal needs and learn about safety. However, children do not develop a positive attitude to learning and they do not acquire important key skills, such as concentration, in readiness for school.

Setting details

Unique reference number	EY493703
Local authority	Redbridge
Inspection number	1050533
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	45
Number of children on roll	35
Name of provider	Kids in Charge (Making A Choice For A Better Future) Ltd
Date of previous inspection	Not applicable
Telephone number	02085307075

Rightstart Daycare registered in 2015. It is situated in Ilford, in the London Borough of Redbridge. The setting is open Monday to Friday from 6.30am to 6pm for 52 weeks of the year. The setting also provides wraparound care, including before and after school, Monday to Friday from 6.30am to 9am and from 3.10pm to 6pm, term time only. The provider receives funding for early education for children aged two, three and four years. The provider employs seven members of staff; of these, two hold early years qualifications at level 2 and two hold qualifications at level 3.

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