

Red Pebbles Montessori Nursery Ltd

BREWERY YARD, Brewery Road, HODDESDON, Hertfordshire, EN11 8HF



Inspection date

19 May 2016

Previous inspection date

Not applicable

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Not applicable	
Effectiveness of the leadership and management		Requires improvement	3
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Requires improvement	3
Outcomes for children		Good	2

Summary of key findings for parents

This provision requires improvement. It is not yet good because:

- Staff do not consistently consider all potential risks to children as part of their risk assessments. For example, they do not recognise the risk of children trapping their fingers in the bathroom door or gaining access to the kitchen.
- Induction procedures to help support all staff fully understand their roles and responsibilities are not good. The manager's system for self-evaluation is not rigorous enough to fully support continuous development of the nursery.
- The initial information about children's learning that staff obtain from parents is not always sharply focused to fully support the early identification of children's precise learning needs.

It has the following strengths

- The quality of teaching is good. Staff plan a wealth of interesting and stimulating learning experiences that ignite children's curiosity. Children learn about life cycles, they observe frogspawn turn into tadpoles. In other activities, they experiment how different colours can be created by mixing paint.
- Children are happy and confident. They warmly welcome visitors to the nursery. Children develop caring and trusting relationships with their key person.
- Children independently access an ample range of age-appropriate toys and activities that is well presented and effectively helps to promote each area of learning.
- Children's physical development is good. Staff provide daily opportunities for them to enjoy fresh air and exercise in the safe and well-resourced outdoor area.

What the setting needs to do to improve further

To meet the requirements of the early years foundation stage the provider must:

	Due Date
■ take all necessary steps to clearly identify and minimise risks to children's safety within the indoor environment	02/06/2016
■ ensure that induction procedures are improved to make sure that all staff are fully supported in understanding their roles and responsibilities.	02/06/2016

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

- implement a rigorous and effective system for self-evaluation to precisely inform all areas for improvement
- extend the level of initial information obtained from parents to include further detail of children's development, in order to plan more precisely for their continued progress from an early stage.

Inspection activities

- We carried out this inspection as a result of a risk assessment, following information we received about this provider.
- The inspector observed the quality of teaching during activities indoors and outdoors and assessed the impact this has on children's learning. She spoke to staff and children at appropriate times throughout the inspection and viewed children's observation and assessment records.
- The inspector assessed how staff manage children's behaviour and viewed the suitability of all areas used by children.
- The inspector held a meeting with the manager and discussed staff's qualifications, employment, recruitment and induction.
- The inspector looked at relevant documentation, such as the nursery's policies and procedures and risk assessments. She viewed evidence of the suitability of staff working in the nursery.
- The inspector also viewed some records of reflective practice, such as action plans. She completed a joint observation with the manager.
- The inspector spoke to a small number of parents during the inspection and took account of their views.

Inspector

Lorraine Pike

Inspection findings

Effectiveness of the leadership and management requires improvement

Staff conduct daily risk assessments; this includes checking the temperature of water which children use to wash their hands. They do not consider all potential risks in the indoor environment, however, the risk to children is minimal as staff deploy themselves effectively, ensuring that children remain in sight at all times. The manager demonstrates a positive attitude to swiftly addressing the risks identified at the time of the inspection. The arrangements for safeguarding are effective. Staff know what action to take if they have concerns about a child. The manager provides ongoing support and training opportunities to help them protect children. However, induction training does not help staff to fully understand their roles and responsibilities in relation to safeguarding and child protection from the start of their employment. A development plan is in place to help the continuous improvement of some areas of the nursery. However, self-evaluation is not fully effective in identifying and prioritising weaknesses to meet all requirements. The manager uses her observations of teaching to inform the supervision of staff. This helps her to support them in developing their teaching skills. The newly appointed and well-qualified deputy has the necessary skills to effectively manage the nursery in the absence of the manager.

Quality of teaching, learning and assessment is good

Staff accurately assess children's development. Regular detailed observations are used to inform children's individual next steps in learning based on their interests. Children complete complex puzzles and are encouraged to solve problems themselves. For instance, they work out how to create a train track by correctly linking pieces of track together. Children's communication and language development is strongly promoted. Staff introduce regular story and singing times and use probing questions to extend children's thinking further. Staff keep parents informed about children's progress and provide good ideas to support learning at home. Parents describe staff as brilliant.

Personal development, behaviour and welfare require improvement

Staff manage children's behaviour appropriately. They help them to share toys in a calm and consistent manner and are suitable role models. Staff use methods, such as a timer to help children understand when it is time for their turn on the trampoline. Children use good manners and are independent. They manage their own clothing, serve themselves food and clear away their own plate and cup following mealtimes. They demonstrate respect for their environment as they help staff sweep up fallen leaves in the outdoor area. Children are aware of suitable hygiene practices. They know to dispose of the tissues they use to wipe their nose in the bin.

Outcomes for children are good

Where children's starting points are below those of other children of their age, assessment shows they are improving consistently over a sustained period of time. Close monitoring of children's progress ensures that any gaps are swiftly addressed. Children fully engage in activities and are motivated to learn. This helps them to acquire the key skills they need for future learning and they are appropriately prepared for school.

Setting details

Unique reference number	EY483817
Local authority	Hertfordshire
Inspection number	1051486
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register
Age range of children	2 - 4
Total number of places	18
Number of children on roll	15
Name of registered person	Red Pebbles Montessori Nursery Ltd
Registered person unique reference number	RP534168
Date of previous inspection	Not applicable
Telephone number	07958338554

Red Pebbles Montessori Nursery Ltd was registered in 2015 and operates from shared premises. The nursery is privately owned and managed. It employs three members of childcare staff. All hold appropriate early years qualifications at level 2 or above. This includes the manager who has a childcare degree at level 6. The nursery opens from Monday to Friday during term time only. Sessions are from 8.15am until 3.45pm. The nursery provides funded early education for two-, three- and four-year-old children.

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