

# Ladybird Nursery

277 Goldhawk Road, London, W12 8EU



## Inspection date

4 July 2016

Previous inspection date

10 December 2015

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Requires Improvement	3
Effectiveness of the leadership and management		Requires improvement	3
Quality of teaching, learning and assessment		Requires improvement	3
Personal development, behaviour and welfare		Requires improvement	3
Outcomes for children		Requires improvement	3

## Summary of key findings for parents

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

- Some staff lack confidence in addressing children's behaviour. For example, in the toddler room, children do not always receive consistent messages to help them understand acceptable and unacceptable ways to behave.
- Self-evaluation processes are not robust. Leaders do not always consider the progress made by different groups of children and use this information to focus their plans to strengthen the learning programme further.
- Some activities in the baby room are not organised well enough to help support children's uninterrupted play.

### It has the following strengths

- Staff are caring and children form trusting relationships with them. They readily approach staff when they need help.
- Children learn to take appropriate risks. For example, young children learn to climb steps and older children learn to use scissors. Staff promote children's health and physical well-being throughout the daily routine, including hygiene practices.
- Children are becoming independent in their learning. Overall, they make steady progress from their starting points.
- Children develop their familiarity with print. For example, they display magnetic letters on a metal surface and staff introduce them to letters and their sounds.

## What the setting needs to do to improve further

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

### Due Date

- |   |            |
|---|------------|
| ■ ensure staff have the necessary skills to manage children's behaviour consistently, so children receive clear messages about expected ways to behave. | 18/07/2016 |
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**To further improve the quality of the early years provision the provider should:**

- strengthen self-evaluation to take into account the levels of achievements of different groups of children and use this information effectively to plan for improvements
- review the organisation of activities in the baby room to increase children's level of enjoyment to play and explore fully.

## Inspection activities

- The inspector observed children and their interactions with the staff.
- The inspector viewed a sample of documents, including children's learning records.
- The inspector took account of the views of parents and children.
- The inspector carried out a joint observation with the manager.
- The inspector held discussions with the manager at appropriate times.

## Inspector

Geetha Ramesh

## Inspection findings

### **Effectiveness of the leadership and management requires improvement**

The management team does not always identify inconsistencies in some areas of teaching practice, such as behaviour management, and self-evaluation is not fully effective. For example, despite the management team monitoring children's progress and identifying behavioural issues with some children, it does not always act upon this information robustly to target improvements. However, it has successfully addressed the weaknesses identified in the previous inspection. For example, the deployment of staff has improved and partnerships with parents are developing well, including their involvement in children's learning, to ensure consistency. Safeguarding is effective. Staff understand how to identify concerns to children's welfare and to report these to protect children in their care. The manager has established close links with local schools, which helps support a smooth process as children transfer.

### **Quality of teaching, learning and assessment requires improvement**

Although staff in the baby room organise space effectively, they do not always plan activities carefully to help children to carry on with their play without interruption. For example, they set out several puzzles close to each other, which make it difficult for younger children to find the pieces they need. Staff provide opportunities for children to learn about similarities and differences. For example, they encourage children to describe their observations of toy models of animals and comment on how they differ from each other. Staff have had training in observation, assessment and planning and, overall, they plan well to motivate individual children in their learning. They work well in partnership with professionals, for instance, to support children with communication difficulties.

### **Personal development, behaviour and welfare require improvement**

On occasions, staff do not support children well to help them understand the needs of others. For example, they do not consistently encourage children to take turns during activities or to sit appropriately at group time, so that all children can see. Some children do not benefit as much as others do from these activities. However, staff supervise children closely to ensure their safety. In the main, most children develop positive relationships with one another. For example, they eagerly greet others when they arrive.

### **Outcomes for children require improvement**

Children develop their early literacy skills. For example, babies enjoy sharing books with the staff and toddlers learn to recall stories with reference to the pictures. Children explore a range of physical activities and develop their creativity. For example, they enjoy exploring wheeler equipment and building a wall with play bricks. However, due to inconsistencies in helping children understand behaviour expectations, this hinders them from gaining fully the necessary skills in preparation for the next stage in their learning.

## Setting details

<b>Unique reference number</b>	152955
<b>Local authority</b>	Hammersmith & Fulham
<b>Inspection number</b>	1034912
<b>Type of provision</b>	Full-time provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Age range of children</b>	0 - 3
<b>Total number of places</b>	39
<b>Number of children on roll</b>	45
<b>Name of registered person</b>	Julie Penman
<b>Registered person unique reference number</b>	RP911579
<b>Date of previous inspection</b>	10 December 2015
<b>Telephone number</b>	020 8741 3399

Ladybird Nursery registered in 2001. It is located in Shepherds Bush, in the London Borough of Hammersmith and Fulham. The nursery is open each weekday from 8am to 6pm and operates all year round. The provider is in receipt of funding for the provision of free early education for children aged two and three years. The provider employs 14 permanent members of staff. Of these, 11 hold appropriate early years qualifications. The provider also employs a cook.

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