

Buttons Day Nursery School



Buttons Day Nursery School, 99 Oaklands Road, LONDON, W7 2DT

Inspection date

18 May 2016

Previous inspection date

29 January 2015

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Outstanding	1
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 failed to notify Ofsted of a significant event relating to safeguarding concerns and a number of early years foundation stage requirements have been breached.
- Procedures are not in place to ensure the ongoing suitability of staff to work with children. The leadership team do not follow safeguarding procedures. Staff do not know what to do if they have concerns about a child.
- The key person system is not well embedded. Staff do not use information from parents or observations to assess and plan children's next steps in learning effectively.
- Checks for two-year-old children are not consistently completed. Staff do not provide parents with a short written summary of their child's learning and progress.
- Staff do not sufficiently promote children's communication and language skills, including those children who speak English as an additional language.
- Self-evaluation is weak. Monitoring systems are in the early stages and emerging. The leadership team has not effectively identified all areas for improvement.

It has the following strengths

- Staff are kind and caring. Older children enjoy fresh air and exercise during outdoor play, promoting their health and well-being.

What the setting needs to do to improve further

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

	Due Date
■ ensure robust procedures are put in place to monitor ongoing staff suitability, in particular, requirements around disqualification by association	27/05/2016
■ ensure the designated safeguarding lead follows the nursery safeguarding policy and procedure in the event of an allegation being made against a member of staff	27/05/2016
■ ensure all staff have a clear understanding of the setting's safeguarding policies and procedures, in particular, the Local Safeguarding Children Board guidelines	27/05/2016
■ ensure key persons build strong relationships with parents and children to make sure children's individual emotional care and learning needs are met	01/07/2016
■ ensure staff work with parents to find out what children know and can do already when they first start at nursery and use this information along with observations of learning to plan for what children need to learn next	01/07/2016
■ ensure the required progress check is completed for all children between the ages of two and three years and provide parents with a short written summary of their child's development	01/07/2016
■ improve teaching of communication and language to ensure all children including those who speak English as an additional language develop the skills they need for future learning.	01/07/2016

Inspection activities

- The inspection was carried out following concerns raised about the provider meeting the requirements for registration and the quality of the provision for children.
- The inspector was accompanied by a quality assurance inspector.
- The inspector held discussions with the regional early years manager, the manager and staff at appropriate times during the day.
- The inspector looked at documentation relating to children's learning records, the nursery action plan, evidence of staff suitability and safeguarding policies and procedures.
- The inspector observed the quality of teaching indoors and outdoors to assess the impact on children's learning.
- The inspector conducted a joint observation with the manager.
- The inspector took into account the views of parents, staff and children who were present on the day of the inspection.

Inspectors

Seema Parmar

Inspection findings

Effectiveness of the leadership and management is inadequate

Recent changes to both the leadership team and staff team have resulted in a significant impact on the quality of provision. Safeguarding is not effective and compromises the welfare and safety of children. Staff do not have a clear understanding of the setting's safeguarding procedures or those of the Local Safeguarding Children Board, in order to fully protect children should concerns arise. The new leadership have identified and are implementing an action plan to address a number of areas for improvement. However, it is too soon to see the impact of the actions taken. Leaders have identified well-founded plans to make changes to improve the visibility of staff who deal with children's personal care needs in an enclosed nappy changing area.

Quality of teaching, learning and assessment is inadequate

The quality of teaching is weak. Many of the staff, including the manager, are new to the nursery and a high number of agency staff provide cover to meet ratios. Staff do not use observations they make to assess what children know, understand and can do already to inform planning. As a result, activities do not typically match the individual needs of children or help them move on in their learning. Parents are not encouraged to contribute to their children's learning at the nursery or at home. Pre-school children have access to a range of resources, in which they show interest and engagement. Staff supervise children appropriately, however, they do not effectively extend and build on children's learning. Staff miss many chances to help children develop and make good progress in their speaking, listening and comprehension skills.

Personal development, behaviour and welfare are inadequate

Key people are known as play partners for the children, however they are not fully effective. Staff are kind. However, babies and children do not form secure attachments and build relationships with their play partner, to support their emotional well-being. This is due to recent changes in the staff team and reliance on agency staff, while leaders and managers recruit permanent staff. Parents do not know who their child's play partner is. This does not help promote children's continuity of care and learning between home and the nursery. Children behave well and show their understanding of acceptable boundaries set in the nursery. For example, when noise levels rise in the 'little learners' area staff gently draw children's attention to this by clapping hands, and reminding everyone to continue to play, keeping the noise level down.

Outcomes for children are inadequate

Children do not make the progress they should due to the weaknesses in teaching. Staff do not plan sufficiently well to help children move on and as a result the learning that takes place is incidental. Younger children enjoy sensory play and develop their emerging physical skills, such as crawling and walking. The leadership team is not tracking groups who may need targeted support, nor do they provide extension for more able children, to help them progress to their next stages in learning.

Setting details

Unique reference number	160173
Local authority	Ealing
Inspection number	1049895
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	86
Number of children on roll	102
Name of provider	Satnam Parhar Associates Limited
Date of previous inspection	29 January 2015
Telephone number	02085670949

Buttons Day Nursery School registered in 2001. It is one of four nurseries owned by the same provider. It is located in the London Borough of Ealing. The nursery is open each weekday from 7.30am until 6pm, for 51 weeks of the year. The nursery receives funding to provide free early education for children aged two, three and four. The nursery employs 18 members of staff. The team consists of a cook, the manager who holds the Early Years Professional Status; one member of staff holds a Masters degree in Early childhood Studies; three staff members are unqualified and the remaining 12 staff hold appropriate early years qualifications.

This inspection was carried out by Ofsted under sections 49 and 50 of the Childcare Act 2006 on the quality and standards of provision that is registered on the Early Years Register. The registered person must ensure that this provision complies with the statutory framework for children's learning, development and care, known as the Early Years Foundation Stage.

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