

Willows Pre-School

The Pavillion, Colliers Wood Recreation Ground, Clarendon Road, LONDON, SW19 2DU



Inspection date

Previous inspection date

16 June 2016

3 February 2012

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 and manager have a poor understanding of the early years foundation stage and their roles and responsibilities in ensuring that the setting meets all requirements. Therefore, leadership and management are weak and the provider and manager cannot identify and address weaknesses in the setting and in staff's practice.
- The provider has failed to notify Ofsted of all persons involved in the setting. This means they have not undergone the required suitability checks, including Disclosure and Barring Service checks.
- Younger children's play experiences, resources and activities are not focused on supporting them to make the best possible progress in their learning.
- Staff in all age groups do not plan and differentiate activities based on what children individually need to learn next. This results in some children not being challenged and others not always being engaged.
- Observations and assessments are inconsistently completed and do not give an accurate overview of all children's progress.
- The current learning environment does not fully support children under the age of two years to make the best possible progress.

It has the following strengths

- Parent partnerships are in place. They speak very positively about the care and learning their children receive and the information they receive. Parents are encouraged to be involved in their child's learning and share experiences from home.

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 that Ofsted are provided with the necessary information to enable them to carry out suitability checks on people associated with the setting	16/07/2016
■ ensure younger children are supported to make good progress in their learning and that resources and activities best support this	16/07/2016
■ ensure staff plan and adapt activities based on children's individual learning styles, current development levels and what they need to learn next to support good progress	16/07/2016
■ ensure staff complete observations and assessments which give an accurate picture of children's current levels of development and learning	16/07/2016
■ ensure Disclosure and Barring Service checks are completed for all people associated with the setting	16/07/2016
■ ensure systems for the supervision of staff identify and address weaknesses in practice.	16/07/2016

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

- improve the learning environment for children under the age of two years that best promotes their development
- develop effective systems for self-evaluation that identify areas of weakness in practice.

Inspection activities

- The inspector observed the quality of teaching in all age groups, during activities inside and outdoors, and assessed the impact this has on children's learning.
- The inspector completed two joint observations with the manager.
- The inspector looked at a sample of children's assessment records and discussed the systems for planning children's play experiences.
- The inspector held a meeting with the provider and manager. She looked at relevant documentation, such as the manager's self-evaluation and evidence of the suitability and qualifications of staff working in the setting, including all known associates.
- The inspector spoke to a small selection of parents and children during the inspection and took account of written parental views.

Inspector

Joanne Parrington

Inspection findings

Effectiveness of the leadership and management is inadequate

The provider and manager have a poor understanding of their roles and responsibilities in ensuring the setting meets the requirements of the early years foundation stage. The manager completes a process of self-evaluation. However, she has not identified weaknesses within the provision which have a significant impact on children's safety, well-being and development. The arrangements for safeguarding are not effective. The provider has failed to notify Ofsted of all persons who are actively involved in the day-to-day decision making of the setting. Furthermore, they have not ensured these persons have had the required Disclosure and Barring Service checks completed. Having said that, the manager and staff are knowledgeable about the procedures they would follow if they had a concern regarding children's welfare. Staff receive supervision sessions which include the monitoring of their practice and the activities they provide for children. However, these sessions have not been successful in highlighting and subsequently addressing weaknesses in practice. Parents are aware of the procedure to follow if they wish to raise a concern or complaint.

Quality of teaching, learning and assessment is inadequate

A high proportion of the staff team is well qualified. However, they do not always use the skills developed in training to plan and deliver high-quality play and learning experiences for all children. Younger children are cared for in a room that primarily is accessed by older children up to the age of three and half years. This impacts significantly on the progress they make. Staff caring for these children do not focus activities and resources to help support their communication and language, physical and personal, social and emotional development. Older children are provided with a range of activities which helps them develop some skills in readiness for school. For example, children have opportunities to learn how to use electronic equipment, which is monitored effectively by staff. However, staff do not plan or adapt activities based on what children need to learn next and to offer them appropriate challenge. For example, children make cards to celebrate Father's Day. However, staff have pre-cut the shapes and are directive in their teaching approach, which leads to all children's art creations being the same. Staff have access to a system for observing children during play and assessing the progress they make. However, staff inconsistently complete these. This means they do not have an accurate picture of children's current levels of development to help drive their learning forward.

Personal development, behaviour and welfare are inadequate

The significant weaknesses in leadership and management and in the quality of teaching contribute negatively to children's personal development, safety and well-being. Having said that, all children appear happy and content playing alongside their friends. Staff have developed caring attachments to the children and support them to become independent in some aspects of their development. Children have opportunities to learn outdoors and access the nearby park. Staff risk assess the premises and all outdoor adventures. Older children have opportunities to develop their physical skills as they ride around larger areas on scooters. Children's behaviour is good. They are well mannered and very polite and

welcoming to visitors. Children's health is promoted well. Staff are attentive to ensuring children with food allergies are catered for.

Outcomes for children are inadequate

Staff teach children some basic skills, such as how to share and the importance of being kind to their friends. However, overall, all children do not receive high-quality learning experiences and do not make good progress in their development. They are not successfully prepared for their move on to school.

Setting details

Unique reference number	EY431157
Local authority	Merton
Inspection number	1040330
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register
Age range of children	1 - 4
Total number of places	50
Number of children on roll	63
Name of registered person	Willows Pre-School Ltd
Registered person unique reference number	RP528892
Date of previous inspection	3 February 2012
Telephone number	0208 5402388

Willows Pre-School was registered in 2011. The setting employs 17 members of childcare staff, including the manager. Of these, 11 hold appropriate early years qualifications at level 3 or level 6. There are three members of staff who have early years professional status and one who holds qualified teacher status. The setting opens from Monday to Friday, all year round. Sessions are from 7.30am until 6pm. The setting provides funded early education for two-, three- and four-year-old children.

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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