

Inspection date

28 July 2016

Previous inspection date

16 May 2013

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Requires improvement	3
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Requires improvement	3

Summary of key findings for parents

This provision is inadequate

- Systems to confirm that staff are suitable to work with children are weak. Appropriate checks are not always maintained.
- Parents are not informed promptly when their children have accidents.
- Risk assessments are not effective. Therefore, hazards remain accessible to children.
- The manager does not maintain confidentiality when responding to allegations about staff members. Information is sometimes shared with others beyond the professionals that need to know.
- Some weak teaching means children are not always challenged sufficiently well in their learning and development.
- On occasions, activities are too heavily led by adults which means children cannot use their imagination or develop their creativity.
- Information from assessment is not used to check that all groups of children are making progress in their learning and development. This means managers do not have precise information to make sure different groups are achieving as well as they can.

It has the following strengths

- Children form positive relationships with the staff who look after them.
- The nursery has a large outside area which is used well to support children's learning and development.

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
■ improve the use of risk assessments to ensure all potential hazards are identified in the areas and equipment used by the children	15/08/2016
■ ensure that parents are fully informed of any accidents their child has been involved in, on the same day or as soon as reasonably possible	15/08/2016
■ ensure that confidential information about children or staff is only shared with those that have the right or professional need to know	15/08/2016
■ ensure staff disclose any convictions, cautions, court orders, reprimands, warnings and disqualifications through association that may affect their suitability to work with children (whether received before or during their employment at the setting)	15/08/2016
■ implement robust systems to assess the suitability of adults who work with children; this includes ensuring that all checks are completed and followed up promptly in order to support decisions made about staff suitability. Keep a record of the checks that have been completed to assess staff suitability; this includes their employment history, qualifications, identification, references and health	15/08/2016
■ improve the quality of teaching to ensure that all staff have high expectations of what children can achieve and provide sufficient challenges to support children's learning, especially those who are more able	31/08/2016
■ implement systems to monitor the progress groups of children make, so that any gaps in learning can be identified and addressed at an early stage	31/08/2016
■ ensure children have opportunities to develop their creativity during activities.	31/08/2016

Inspection activities

- The inspection was conducted without notice following information reported by the provider.
- The inspector sampled a range of documentation, including children's developmental records and staff information.
- The inspector evaluated the quality of teaching across all age groups, both inside and outside.
- The inspector spoke to a small number of parents and carers as they picked their children up from nursery to gain their views.
- The inspector conducted a joint observation with the nursery manager in the pre-school garden to assess how leaders monitor staff practice.

Inspector

Maria Conroy

Inspection findings

Effectiveness of the leadership and management is inadequate

The procedures for monitoring the quality of provision are not precise enough. Therefore, weaknesses have not been identified. For example, the reporting of accidents is poor. Parents are not informed on the day if their child has been hurt, and whether first aid was given. Safeguarding is not effective. Recruitment procedures are not rigorous enough. There is insufficient evidence to demonstrate that all staff working with children are suitable to do so. For example, references are not followed up in a timely way. Staff do not understand they need to declare any changes to their suitability. The nursery manager fails to maintain confidentiality if concerns are raised about staff. Risk assessments are not robust. For example, there are stinging nettles in areas used by children. In addition, the management team has not considered the potential hazards associated with the use of large pieces of equipment, such as the trampoline. Although staff monitor individual children's progress, senior staff are not making sure that all groups of children achieve as well as they can. This means any gaps in progress for different groups of children are not identified early enough.

Quality of teaching, learning and assessment requires improvement

Teaching is variable across the nursery. Some children, particularly those who are more-able, are not always challenged enough. On occasions, craft activities are too directed by adults meaning older children cannot develop their own creativity. Some mathematical activities are not always organised effectively. Although they start well and children enjoy counting, the activity does not provide sufficient challenge to support the more-able children. Where teaching is better, staff promote children's language skills well through in-depth conversation and by introducing new vocabulary as children play.

Personal development, behaviour and welfare are inadequate

The weaknesses in safeguarding mean that children's safety cannot be fully assured. Despite these weaknesses, children do show they feel secure with the staff. Babies investigate their surroundings with confidence. They know staff are close by if they need them and respond with smiles when staff praise them for their achievements. Children generally behave well. Staff act as positive role models and remind children to use their 'walking feet' and 'caring hands'. Children enjoy practising a range of physical skills using a variety of equipment, both indoors and outdoors. This supports their healthy development.

Outcomes for children require improvement

The weaknesses in teaching mean children sometimes lose interest in activities and this slows the progress they make. Children generally settle quickly and show an interest in learning. For example, younger toddlers confidently make models of the animals they have seen during a recent outing with their parents. Children enjoy exploring water and begin to develop an awareness of mathematical concepts. For example, they talk about having 'more' or 'less' water in the container and blowing bubbles that are 'big' and 'small'. Children are developing some of the skills they need for starting school. They put their shoes on without help after playing in the sand, wash their hands before they eat, make choices about where they want to play and learn to follow simple routines.

Setting details

Unique reference number	EY364740
Local authority	Oxfordshire
Inspection number	1060390
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 - 11
Total number of places	72
Number of children on roll	176
Name of registered person	Annabelle Lucy Wills
Registered person unique reference number	RP512970
Date of previous inspection	16 May 2013
Telephone number	07971 804 165

Annabelle's was registered in 2007. It is a privately-run nursery that operates from a converted detached house in Great Coxwell, near Farringdon in Oxfordshire. The nursery is open each weekday from 7am until 6pm throughout the year, with the exception of bank holidays. The nursery provides a drop-off and collection service for children attending schools and pre-schools in the local area and surrounding villages. The nursery provides funded early education for children age two, three and four years. Holiday care is provided for school-aged children. A team of 28 staff work with the children. Of these, 25 hold a recognised childcare qualification.

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