

# Hendon Pre-School & Day Nursery

46 Allington Road, Hendon, London, NW4 3DE



## Inspection date

29 September 2016

Previous inspection date

13 June 2013

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Inadequate</b>	<b>4</b>
	<b>Previous inspection:</b>	<b>Outstanding</b>	<b>1</b>
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 does not ensure that all staff know how to identify and respond to all safeguarding concerns. Children's safety is compromised.
- Due to the high staff turnover, children's key persons change frequently. Babies, in particular, are often unsettled and staff do not meet their emotional needs effectively.
- The organisation of daily routines is poor, particularly in the baby room. For example, babies sit for long periods waiting for food, which upsets them. Staff do not make effective use of assessments to enable them to plan for the next steps in children's learning. Children do not make the progress they should.
- The manager does not monitor staff practice effectively or provide effective support for staff to ensure they have opportunities to improve their skills and knowledge.
- Some staff do not provide quality interactions with children and babies to support their language development effectively, help them feel secure and maintain their interest.
- Staff do not give parents, particularly those with babies, accurate information about their child's care and learning to provide a consistent approach to their well-being.
- Self-evaluation is weak. The provider has failed to recognise the breaches of requirements.

### It has the following strengths

- Children develop their physical skills in the 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:

	<b>Due Date</b>
<ul style="list-style-type: none"> <li>■ ensure all staff have appropriate knowledge and understanding of safeguarding, including how to identify that a child may be at risk and what to do in the event of an allegation being made against a member of staff</li> </ul>	30/10/2016
<ul style="list-style-type: none"> <li>■ ensure each child is assigned a key person to continuously meet their individual needs, offer a settled relationship for the child and build a relationship with their parents</li> </ul>	30/10/2016
<ul style="list-style-type: none"> <li>■ ensure daily routines are organised to meet the individual needs of children at all times, particularly in relation to babies</li> </ul>	30/10/2016
<ul style="list-style-type: none"> <li>■ improve staff's knowledge and understanding of how to make effective use of assessments to plan for each individual child's next steps in their learning and monitor their ongoing progress accurately</li> </ul>	30/10/2016
<ul style="list-style-type: none"> <li>■ monitor staff practice and ensure all staff receive regular supervision that provides effective support, coaching and training</li> </ul>	30/10/2016
<ul style="list-style-type: none"> <li>■ ensure that staff engage children in good-quality interactions, in particular to support babies' communication and language development, and enable older children to develop their thinking skills</li> </ul>	30/10/2016
<ul style="list-style-type: none"> <li>■ ensure parents are provided with regular and accurate information about their child's care, learning and development.</li> </ul>	30/10/2016

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

- make effective use of self-evaluation to identify breaches in requirements and promptly target all weaknesses in practice, to improve outcomes for all children.

## **Inspection activities**

- The inspectors observed children's activities and their daily routines.
- The inspectors spoke with the manager, children, parents and staff throughout the inspection.
- The inspectors sampled a range of documents, including those relating to the safety checks and safeguarding, and checked the suitability of the manager and staff working with children.
- The inspectors carried out two joint observations with the manager and the deputy manager.

### **Inspector**

Nataliia Moroz

## Inspection findings

### **Effectiveness of the leadership and management is inadequate**

Safeguarding is ineffective. Not all staff have a secure knowledge of how to identify if a child might be at risk, or the correct procedures to follow if an allegation is made against a member of staff. The provider implements appropriate recruitment and vetting procedures to ensure all staff working with children are suitable. The provider and manager do not use self-evaluation effectively to identify and prioritise key areas for improvements. They have failed to adequately address the recommendation from the last inspection. Staff, particularly those in the baby room, do not support children's communication and language development well enough. The monitoring of staff's practice, knowledge and the quality of teaching is not effective in raising the quality of the provision and ensuring all children to make good progress. The manager ensures that there is always sufficient staff to supervise children. There is enough staff with first-aid training to keep children safe. Accidents are recorded, as required.

### **Quality of teaching, learning and assessment is inadequate**

Staff assessments of children's progress are not always consistent or accurate. Not all staff understand children's needs or plan appropriate experiences to help them take the next steps in their learning. Information about children's care, learning and development is not shared effectively with parents, particularly in the baby room. Staff often busy themselves with routine tasks. Their lack of interaction with babies limits the language and communication development of the youngest children. Staff provide children with some activities which sustain their interest. For example, children develop their creativity as they paint. Older children gain some of the skills they need for school. They develop mathematical knowledge. For example, they compare objects during play using language, such as 'long' and 'short'.

### **Personal development, behaviour and welfare are inadequate**

Weaknesses in staff's knowledge of safeguarding compromise children's welfare. The key-person system is not effective in supporting children's emotional or physical well-being. For example, some staff do not know who their key children are, and parents are concerned about the frequent changes in key persons that unsettle their children. There are no contingency plans in the absence of an assigned key person. Staff do not organise routines well. For example, babies become distressed when they have to sit in at their tables for long periods at lunchtime. Staff sometimes fail to give babies their bottles on time because they are busy with domestic chores.

### **Outcomes for children are inadequate**

Children do not make the progress of which they are capable. Due to weaknesses in the key-person system, the youngest children are not emotionally prepared for the next stage of learning. While older children make progress typical for their age, staff do not give them time to answer questions or develop their thinking skills.

## Setting details

<b>Unique reference number</b>	EY286575
<b>Local authority</b>	Barnet
<b>Inspection number</b>	1074050
<b>Type of provision</b>	Full-time provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register
<b>Age range of children</b>	0 - 4
<b>Total number of places</b>	73
<b>Number of children on roll</b>	78
<b>Name of registered person</b>	Asquith Court Nurseries Limited
<b>Registered person unique reference number</b>	RP900811
<b>Date of previous inspection</b>	13 June 2013
<b>Telephone number</b>	0208 203 9020

Hendon Pre-School & Day Nursery is part of the Asquith Group. It registered in 1999 and is situated in the Hendon area in the London Borough of Barnet. The nursery is open each weekday from 7.30am to 6.30pm for 51 weeks of the year. The nursery receives funding to provide free early education for children aged two, three and four years. The provider employs 37 members of staff, including the manager. Of these, 24 hold relevant childcare qualifications at level 3 or above. The manager holds qualified teacher status.

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.

Any complaints about the inspection or the report should be made following the procedures set out in the guidance 'Complaints procedure: raising concerns and making complaints about Ofsted', which is available from Ofsted's website: [www.gov.uk/government/organisations/ofsted](http://www.gov.uk/government/organisations/ofsted). If you would like Ofsted to send you a copy of the guidance, please telephone 0300 123 4234, or email [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk).

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory Support Service (Cafcass), schools, colleges, initial teacher training, work-based learning and skills training, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 4234, or email [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk).

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit [www.nationalarchives.gov.uk/doc/open-government-licence/](http://www.nationalarchives.gov.uk/doc/open-government-licence/), write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: [psi@nationalarchives.gsi.gov.uk](mailto:psi@nationalarchives.gsi.gov.uk).

This publication is available at [www.ofsted.gov.uk/resources/120354](http://www.ofsted.gov.uk/resources/120354).

Interested in our work? You can subscribe to our website for news, information and updates at [www.ofsted.gov.uk/user](http://www.ofsted.gov.uk/user).

Piccadilly Gate  
Store St  
Manchester  
M1 2WD

T: 0300 123 4234  
Textphone: 0161 618 8524  
E: [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk)  
W: [www.gov.uk/government/organisations/ofsted](http://www.gov.uk/government/organisations/ofsted)

© Crown copyright 2016

