

Richmond Grena Road Day Nursery

Grena Road, Richmond, TW9 1XS



Inspection date	4 August 2016
Previous inspection date	22 March 2016

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Inadequate	4
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 meet the Early Years Register and Childcare Register requirements. They have not met actions raised at the previous inspection sufficiently, which continues to have a detrimental impact on children's learning and welfare.
- Risk assessment is not used effectively to identify and reduce all hazards to children. Staff deployment and child supervision outdoors are poor. Not all staff engage effectively with children to support their care and learning.
- Children do not learn to behave well. They do not receive clear and consistent messages about how to share and take turns with toys and to value resources.
- Children's health is compromised. Staff fail to protect children from the sun and do not ensure children are offered drinking water during outdoor play.
- Staff's use of assessment to plan activities and resources for outdoor learning is poor. Children do not make adequate progress.
- The new manager has started to evaluate the provision, but she has not identified all weaknesses. Staff supervision and professional development opportunities do not ensure teaching meets all children's needs.

It has the following strengths

- Children develop some independence skills, such as helping staff with routine tasks.

What the setting needs to do to improve further

The provision is inadequate and Ofsted intends to take enforcement action

We will issue a Welfare Requirements Notice requiring the provider to:

	Due Date
<ul style="list-style-type: none"> ■ take effective steps to identify hazards and manage risks to children, identifying issues and aspects of the environment that need to be checked on a regular basis and how those risks will be removed or minimised 	19/08/2016
<ul style="list-style-type: none"> ■ ensure that staff are well-deployed and provide effective supervision of children to support their individual care and learning needs 	19/08/2016
<ul style="list-style-type: none"> ■ implement effective behaviour management techniques, in particular with regard to managing conflict between children and helping them learn to share and value toys and resources 	19/08/2016
<ul style="list-style-type: none"> ■ ensure that children's good health is promoted, with particular regard to ensuring that they are appropriately protected from the effects of the sun when outside 	19/08/2016
<ul style="list-style-type: none"> ■ ensure fresh drinking water is readily available at all times and offered to children when they are playing outside, particularly during hot weather 	19/08/2016
<ul style="list-style-type: none"> ■ implement effective procedures for staff supervision, providing support, coaching and professional development that promotes the interests of children and ensures that teaching is of a consistent quality to raise outcomes for children. 	19/08/2016

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

	Due Date
<ul style="list-style-type: none"> ■ make effective use of assessment to plan activities and resources so that all children receive sufficiently challenging experiences and appropriate support, particularly with regard to activities in the outdoor area. 	19/08/2016

Inspection activities

- The inspector observed how staff engage in children's play activities, indoors and outdoors.
- The inspector sampled some policies and other documentation, including evidence of staff's suitability to work with children and their qualifications.
- The inspector spoke to parents to obtain their views about the service they receive.
- The inspector discussed with the manager how she evaluates her provision and about her plans for improvement.
- The inspector carried out a joint observation with the manager and the deputy manager.

Inspector

Marisol Hernandez-Garn

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. Staff do not identify and remove all potential risks and do not organise themselves to meet all children's care and learning needs. For example, during the inspection, staff did not notice when children put orange peel in their mouth or recognise that this was a choking hazard. They did not respond effectively when children needed comfort. Some staff do not give children enough time to chew their food, and feed them by standing behind them. Staff do not ensure that spillages, such as sand, are cleared up promptly to prevent children slipping over. These weaknesses compromise children's health and safety, and do not support their emotional well-being. The manager and staff know how to identify and report child protection concerns. Staff have regular supervision meetings, but these are not effective in ensuring teaching consistently meets all children's needs. The provider does not ensure that staff make effective use of training to improve their teaching skills. There is a high turnover of senior staff. The new manager has identified some areas for improvement and has started to address these. For example, partnerships with parents and other settings are weak, so she is beginning to build more positive relationships with them to provide consistency in children's care and learning. Children now have access to a wider range of resources and activities to support their understanding of similarities and differences between themselves and others. However, self-evaluation is still not rigorous enough to identify breaches in requirements and to target previous actions effectively. Outcomes for children have not improved.

Quality of teaching, learning and assessment is inadequate

Staff do not make use of the information gained from their observations and assessments to plan activities that challenge children's learning, particularly outdoors. For example, despite children showing great interest in role play, staff did not provide additional resources for them, which resulted in disputes between them. This hinders children's learning. Children become bored and disengaged when the resources provided do not interest them, and when staff do not interact effectively with them to support their learning. Staff do not develop children's love of books and support them to gain an interest in reading effectively. For example, staff do not notice that children walk over books left on the floor outside. Staff do not support children to play with purpose outdoors.

Personal development, behaviour and welfare are inadequate

Weaknesses in safeguarding compromise children's welfare. Staff do not support children's healthy lifestyles and safety adequately. For example, not all children have sun cream or hats and staff do not encourage children to drink water when playing outside in the sun. Behaviour management is weak. For example, staff told children to stop running indoors, but did not give explanations. Staff do not intervene effectively, such as when children argue over sharing the toys.

Outcomes for children are inadequate

Children make inadequate progress. They do not develop confidence and motivation to learn, particularly outdoors. Children do not learn how to stay safe in hot weather. They

do not receive clear messages about how to behave appropriately and do not learn to share or value resources. Children are not prepared adequately for their future learning experiences and eventually, school.

Setting details

Unique reference number	EY492608
Local authority	Richmond upon Thames
Inspection number	1044704
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	1 - 5
Total number of places	138
Number of children on roll	60
Name of registered person	Bright Horizons Family Solutions Limited
Registered person unique reference number	RP901358
Date of previous inspection	22 March 2016
Telephone number	02083348720

Richmond Grena Road Day Nursery re-registered in 2015. It is owned by the Bright Horizons group and operates from a converted building in the London Borough of Richmond upon Thames. The nursery is open from 7.30am to 6.30pm, Monday to Friday, all year round. The nursery employs a total of 25 staff; of these, 18 hold relevant childcare qualifications from level 2 to level 6.

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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