

Inspection date	24 November 2016
Previous inspection date	8 November 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		Good	2
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Good	2

Summary of key findings for parents

This provision is inadequate

- Staff's knowledge and understanding of safeguarding children matters is inconsistent across the nursery. Some staff have little or no up-to-date awareness of safeguarding issues. They do not know how to recognise the signs and symptoms of when a child might be at risk of harm from extreme views or behaviours.
- The manager does not effectively monitor staff to ensure that they fully understand their roles and responsibilities to safeguard children.
- Recruitment procedures are not rigorous enough. Systems for checking the suitability of staff are not fully effective and records of checks made are inconsistent.
- Self-evaluation is weak. The provider has failed to identify breaches of the Early Years Register and the Childcare Register.
- Some adult-led activities are less successful than others in fully supporting and engaging quieter children during group activities.
- At times, staff do not give children enough time to think about and answer questions before suggesting answers or asking additional questions.

It has the following strengths

- Staff plan for children's learning well and children make good progress in their development. Staff provide a varied range of stimulating activities for children both inside and outside.
- Children have built close bonds with staff and enjoy their time at the nursery.

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 all staff are trained to understand and implement the safeguarding policy and procedure and have an up-to-date knowledge of safeguarding children issues	24/12/2016
■ improve monitoring procedures to ensure that all staff understand their responsibilities	24/12/2016
■ improve recruitment procedures to ensure that staff are suitable to work with children and maintain effective records to demonstrate that suitability checks have been made.	15/01/2017

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

- use self-evaluation to precisely identify weaknesses in practice and breaches in requirements, and introduce timely processes to address them effectively
- give children more time to think to fully extend their thinking skills
- review planned activities so that they take more account of the learning needs of all children.

Inspection activities

- The inspector carried out a joint observation with the manager.
- The inspector observed activities and routines, both inside the nursery and during children's outside play.
- The inspector spoke with children, parents, staff and managers at appropriate times during the inspection.
- The inspector sampled documentation including children's development folders and staff files.

Inspector

Lesley Hodges

Inspection findings

Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding are not effective. Staff do not have sufficient knowledge of the procedures for protecting children from harm including how to recognise the signs and symptoms when a child might be at risk from extreme views or behaviours. This puts children at risk. The manager has not taken steps to check that staff have read and understood safeguarding policies and procedures and how to put these into practice. Recruitment procedures are not sufficient to ensure new staff's suitability. The manager ensures that staff complete Disclosure and Barring Service checks. However, references have not been obtained for many members of staff and records of suitability checks are inconsistent. This compromises children's safety. The management team completes observations of staff to identify areas of teaching to improve. It highlights positive aspects of teaching and identifies professional development opportunities for staff.

Quality of teaching, learning and assessment is good

The manager and staff know children well. They have a good knowledge of how individual children learn and make effective assessments of their progress to help them identify, monitor and plan to close any gaps in their learning. Staff work closely in partnership with parents to provide consistency and plan for children's ongoing development. They provide clear information for parents about their children's progress. For example, written reports highlight areas where children need additional support. Staff work well with outside agencies to support children's progress. For example, following discussions, they plan one-to-one activities to encourage children's communication development. Staff use additional funding well such as when they enable all children to take part in trips in the local environment. Planned activities are generally successful. However, on occasions, staff do not give children time to think about their answers to questions. During some group sessions, staff do not give full support to the quieter children in the group.

Personal development, behaviour and welfare are inadequate

Children's safety cannot be assured due to the weaknesses in safeguarding and recruitment. Staff provide a welcoming environment for children and meet children's emotional needs appropriately. For example, staff give one-to-one attention to help new children settle. Children behave well. They enthusiastically take part in activities and make choices about with what they wish to play. Children enjoy a variety of outside activities which helps to support their good health. For example, they climb steps on different slides and play ball games. Staff support children to learn about diversity. For example, they talk with them about the different colours of people's eyes.

Outcomes for children are good

Children make good progress from their starting points. Older children eagerly write their names on their pictures. They draw large shapes, name colours and count their favourite toys. Children learn to make choices and manage small tasks such as at snack times. These skills help to prepare children for the move to school.

Setting details

Unique reference number	EY449725
Local authority	Southwark
Inspection number	1062767
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 - 5
Total number of places	65
Number of children on roll	101
Name of registered person	Little Acorns The Next Generation Ltd
Registered person unique reference number	RP529454
Date of previous inspection	8 November 2013
Telephone number	02072522300

Little Acorns registered in 2012. It is located in Bermondsey, in the London Borough of Southwark. The nursery is open each weekday from 7.30am to 6.30pm, throughout the year, with the exception of public holidays. The nursery receives funding to provide free early education for children aged two, three and four years. The nursery employs 21 staff who work directly with children. Of these, 13 hold qualifications at level 3 and seven hold qualifications at level 2.

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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