

Montessori Community School

Cyprus House, 183 Townmead Road, Fulham, London, SW6 2JX



Inspection date

15 December 2016

Previous inspection date

19 October 2012

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

- The manager, who is also the provider, fails to safeguard children's welfare adequately. She lacks understanding of her responsibility to report concerns correctly and does not have sufficient awareness of when it is appropriate to discuss matters with parents, as outlined by the guidance of the Local Safeguarding Children Board.
- The manager does not know the correct procedures to follow in the event of an allegation being made against any member of staff and does not follow the setting's safeguarding policy sufficiently. This places children's safety and well-being at risk.
- The manager has failed to identify breaches of requirements and weaknesses in her professional knowledge, to maintain the quality of the provision effectively.
- Occasionally, staff miss opportunities to help some of the young children fully develop their speaking skills to make the best possible progress in their language development.

It has the following strengths

- The lead person for safeguarding has a secure knowledge of how to help protect children from harm, including from any emerging safeguarding issues.
- Staff know children well and monitor their development effectively. All children make good progress in their learning overall, particularly the oldest children who develop clear communication skills and enjoy talking about their experiences.
- Partnerships with parents and other professionals to support children's learning needs are effective. Staff work in collaboration with them to provide continuity.

What the setting needs to do to improve further

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

	Due Date
<ul style="list-style-type: none"> ■ obtain an up-to-date knowledge of what to do in the event of a safeguarding concern in relation to when it is appropriate to inform parents, in line with Local Safeguarding Children Board guidance; in particular, the correct action to take to report a concern to the statutory agencies without delay 	30/12/2016
<ul style="list-style-type: none"> ■ gain a secure understanding of, and implement, the setting's safeguarding policy, particularly in relation to the correct procedures to follow in the event that an allegation is made against any member of staff, to protect children's well-being. 	30/12/2016

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

- make more effective use of self-evaluation to identify all weaknesses in practice and knowledge, to rectify all breaches in requirements and to improve the quality of the provision
- find further ways to support the youngest children to develop their speaking skills.

Inspection activities

- The inspector observed staff's teaching practice and children's learning experiences, indoors and outside.
- The inspector spoke to parents to gain their views and experiences of the setting.
- The inspector spoke with children and staff at appropriate times during the inspection and held a meeting with the provider, who is also the manager.
- The inspector carried out a joint observation with the manager.
- The inspector looked at a sample of children's learning records, staff observations and planning, and a range of policies and documentation, such as the suitability of staff, and the setting's safeguarding procedures.

Inspector

Shana Laffy

Inspection findings

Effectiveness of the leadership and management is inadequate

Arrangements for safeguarding are ineffective. The manager has a poor understanding of the correct procedures to follow if she has a concern about a child's welfare. She does not know which statutory agencies to notify of any concerns, or recognise the importance of reporting concerns without delay. The manager also lacks knowledge of what to do if an allegation is made about a member of staff and does not know how to implement the setting's safeguarding policy and procedures. For example, she says she would investigate allegations, and would discuss matters with parents. This action may not be appropriate and has the potential to undermine an investigation by safeguarding professionals. However, the designated lead person for safeguarding has a clear understanding of how to deal with all safeguarding matters. Most staff know to share any concerns about a child's well-being with her. Self-evaluation is weak. The manager has failed to maintain the overall quality of the provision and ensure her knowledge of welfare requirements is secure and up to date. She does not recognise the negative effects of the weaknesses in safeguarding on children's safety and well-being. The manager offers staff opportunities to access professional development and ensures staff have secure knowledge of the curriculum. For example, staff have attended training that has helped them improve how they use the outdoor space to support children's learning more effectively.

Quality of teaching, learning and assessment is good

Overall, staff have a strong understanding of how to promote children's learning and development effectively. For example, staff encourage children to count the ingredients and to roll out the dough for their Christmas biscuits to build their mathematical and small physical skills. Children eat these for dessert after lunch and talk proudly about their achievements. Staff invite children to join in group games to support their understanding of the world and turn-taking skills. For example, the oldest children pick objects out from a basket and describe what they can see. Young children have opportunities to explore their early writing skills. For example, they experiment with dipping various tools in paint. Children enjoy opportunities to build their physical skills. For example, they spend time investigating and climbing on soft-play resources, negotiating space with their peers.

Personal development, behaviour and welfare are inadequate

Children's welfare is compromised by the significant weaknesses in the manager's knowledge of safeguarding practice. Children's physical and emotional well-being is not protected effectively. Nevertheless, children develop confidence and behave well. Staff are friendly towards children, and encourage them to be independent and develop their self-care skills. For example, children enjoy helping to set up and clear away activities. Staff have re-organised their lunchtime routines since the last inspection, to create a calm and well-organised atmosphere. Children learn the importance of leading a healthy lifestyle and have access to a variety of nutritious food.

Outcomes for children are good

Children gain strong physical skills and enjoy choosing challenges for themselves. The oldest children are confident communicators. They enjoy making marks and use their

developing awareness of letter sounds to share their ideas. However, sometimes, staff do not make the most of supporting the youngest children to develop their spoken language skills. Overall, children are well prepared for future learning and for school.

Setting details

Unique reference number	EY392310
Local authority	Hammersmith & Fulham
Inspection number	1058897
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register
Age range of children	0 - 4
Total number of places	45
Number of children on roll	44
Name of registered person	Winnie Minling Cao Sharples
Registered person unique reference number	RP514114
Date of previous inspection	19 October 2012
Telephone number	02077 368922

The Montessori Community Nursery was registered in 2009. It is situated in the London Borough of Hammersmith and Fulham. The nursery is open each weekday from 8am until 6pm, for 50 weeks of the year. The nursery follows the Montessori philosophy of education. The provider receives funding for the provision of free early education to children aged three and four years. The nursery employs 11 members of staff. The manager and three other members of staff hold Montessori qualifications to level 4. All other staff but one hold appropriate early years qualifications to at least level 2.

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