

# The Salvation Army Noahs Ark Nursery

28 Brookfield Road, Portsmouth, PO1 5HZ



**Inspection date** 14 February 2017  
Previous inspection date 5 August 2013

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

## Summary of key findings for parents

### This provision requires improvement. It is not yet good because:

- Teaching is inconsistent across the staff team. Staff do not routinely challenge children to learn as much as they can or consistently help children to achieve their next steps in learning. Not all children make good progress.
- The manager and staff do not have a strong understanding of their role as a child's key person. The key person system is not consistently effective in supporting young children's emotional well-being.
- Self-evaluation is not rigorous enough to identify all areas where improvement is needed to provide consistently good quality care and learning for children.

### It has the following strengths

- The nursery manager builds good relationships with vulnerable families. She offers a flexible service and staff communicate regularly with parents about the children's day.
- Children's nutritional needs are met well. Children enjoy regular healthy snacks, drinks and a hot, midday meal during social mealtimes.
- The management team monitors children's progress to gain a picture of their development. They share the information with staff to help inform them of gaps in children's learning. Staff are currently learning how to use the information.
- Children behave well. Staff praise children and encourage them to play together.

## What the setting needs to do to improve further

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

#### Due Date

- improve staff's knowledge and teaching skills, to ensure they consistently support and challenge children to reach their next steps in learning and make good progress in all areas of their development. 17/05/2017

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

- develop the key-person role to help ensure that every child's care is effectively tailored to meet their individual needs, particularly the youngest children
- develop effective self-evaluation methods, including all staff in these, to ensure that points for improvement are targeted in order of priority, to improve outcomes for children.

## Inspection activities

- The inspector observed the staff and children during play activities. She looked at the available resources and had discussions with staff and children.
- The inspector held a meeting with the manager, the deputy manager and the chairperson about the effectiveness of leadership and management, including self-evaluation methods.
- The inspector spoke to some parents and took account of their views.
- The inspector carried out a joint observation with the deputy manager.

## Inspector

Lorraine Wardlaw

## Inspection findings

### **Effectiveness of the leadership and management requires improvement**

Safeguarding is effective. Staff are trained in child protection and know the procedures to take if they are worried about children's welfare, including if an allegation is made against an adult. The provider follows secure employment procedures and tackles underperformance swiftly. Staff receive suitable supervision and coaching, although this is not fully effective to ensure consistently high quality teaching and care practices. Although there is accurate self-reflection by the manager, not all weaknesses are prioritised effectively and the whole team is not fully involved in striving for high quality provision. Most staff work effectively with parents to help provide continuity for children's care and learning. The manager works well with outside agencies to protect children's well-being.

### **Quality of teaching, learning and assessment requires improvement**

Staff support some areas of children's learning suitably. Some staff understand that they have to build on what children know and can do, through purposeful play activities and quality interactions. Other staff have varied interactions and are less confident in understanding the observation, assessment and planning processes to help each child make good progress in all areas. Some children do not consistently receive a good level of challenge in their play. However, overall, staff plan some interesting activities to support some areas of children's learning. For example, children are encouraged to talk about direction and number as they use and move the programmable mouse on the large tray.

### **Personal development, behaviour and welfare require improvement**

Most children appear happy and settle well at the setting. Staff show caring relationships with children, but the key person system is not well established to help all children build strong attachments to special adults. For example, children's personal care routines are carried out according to a staff rota. Occasionally, staff in the baby room do not respond quickly to comfort babies when they are tired and upset. Staff teach children healthy routines, such as hand washing before eating. Staff supervise children appropriately.

### **Outcomes for children require improvement**

Children develop some suitable skills for their future lives. They behave well, enjoy their freely chosen play, and show some confidence and motivation. For example, children explore coloured water, and build and design imaginatively with different shaped materials. However, the quality of teaching overall does not challenge all children to make the best possible progress. Children do not have regular opportunities to investigate activities to their satisfaction, or use their ideas to solve simple problems. At times, children become bored and move away from the activities after short periods.

## Setting details

<b>Unique reference number</b>	EY460109
<b>Local authority</b>	Portsmouth
<b>Inspection number</b>	1084421
<b>Type of provision</b>	Full-time provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register, Compulsory Childcare Register
<b>Age range of children</b>	0 - 4
<b>Total number of places</b>	34
<b>Number of children on roll</b>	52
<b>Name of registered person</b>	Salvation Army Trustee Company (The)
<b>Registered person unique reference number</b>	RP903315
<b>Date of previous inspection</b>	5 August 2013
<b>Telephone number</b>	02392 824 573

Noah's Ark Nursery registered in 2013. It is one of two nurseries managed by the Salvation Army. It is situated in a converted building in the Fratton area of Portsmouth. The nursery is open from 8am to 6pm from Monday to Friday for 51 weeks of the year. Children are able to attend for a variety of sessions. The nursery receives funding to provide free early education for children aged two, three and four years. There are eight members of staff who work with the children. All staff hold relevant childcare qualifications at levels 2, 3, 5 and 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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