

A Perfect Start

St. James Church Centre, Stanley Avenue, WEMBLEY, Middlesex, HA0 4JB



Inspection date	7 March 2017
Previous inspection date	20 June 2016

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Requires Improvement	3
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Requires improvement	3
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Requires improvement	3

Summary of key findings for parents

This provision is inadequate

- The provider does not implement robust procedures for recruiting and vetting staff to ensure that they are suitable to work with children.
- Weaknesses in the quality of teaching are not tackled quickly enough to bring about the necessary improvements in children's learning.
- Self-evaluation is not effective. The provider does not focus sharply enough in improving all aspects of the provision, particularly to address breaches in requirements and the associated requirements of the Childcare Register.
- The provider's record of complaints against the setting and their outcome is not accurate.
- The provider does not keep an accurate record of the hours that children attend.

It has the following strengths

- The learning environment for younger children is calm and welcoming. Staff have a secure understanding of what young children can achieve and know how to promote their learning.
- Children behave well and often help their friends when they can.

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"> ■ ensure there are effective procedures, including obtaining enhanced DBS checks, to assess the suitability of all staff and any other person who is likely to have regular contact with children (including those living or working on the premises) 	24/03/2017
<ul style="list-style-type: none"> ■ keep a written record of any complaints, and their outcome 	24/03/2017
<ul style="list-style-type: none"> ■ ensure there is an accurate daily record of the names of the children being cared for on the premises, and their hours of attendance. 	24/03/2017

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

	Due Date
<ul style="list-style-type: none"> ■ improve the quality of teaching by using information from children's assessments to provide experiences for children that are appropriate for their abilities and sustain their interest. 	14/04/2017

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

- improve outcomes for children by using self-evaluation effectively to identify strengths and weaknesses in practice, including breaches of requirements, and to target and prioritise areas for development.

Inspection activities

- The inspector observed practice in the playrooms and the outdoor play area.
- The inspector spoke with staff and children at appropriate times during the day and held a meeting with the provider.
- The inspector carried out a joint observation with the provider.
- The inspector spoke with parents and took account of their views.
- The inspector looked at a range of documentation including evidence of staff suitability and policies and procedures.

Inspector

Pauline Nazarkardeh

Inspection findings

Effectiveness of the leadership and management is inadequate

The provider's arrangements for safeguarding are not effective because there are inadequate procedures for checking the suitability of all staff working with children. Two of the current members of staff have undergone disclosure and barring service checks (DBS) elsewhere. However, the provider has not completed her own DBS checks for these staff who have unsupervised access to children. This has a significant impact on the safety and well-being of children. The provider does not maintain an accurate daily register. Records of children's attendance rely on parents signing their children in and out of the nursery. On the day of inspection this record did not show all of the children who were attending. This means that staff do not have a reliable record of who is present in order to protect children in the event of an emergency. The provider's system for monitoring staff performance is not sufficiently robust. It does not ensure, for example, that inconsistencies in the quality of activities for older children are identified and improved. The organisation of the environment for older children does not meet their needs well enough. Space is sometimes limited, which prevents children from making clear choices in their play. The provider has acted on weaknesses identified at the previous inspection. For example, the organisation of the flexible arrival and collection of children no longer interrupts children's learning. However, there are now further breaches of legal requirements. For example, the provider does not maintain an accurate log of complaints.

Quality of teaching, learning and assessment requires improvement

Staff carry out regular observations of children as they play. However, they do not always use the information to plan challenging activities to help children make good progress. For example, when children learn together in large groups, some children become disinterested and the needs of the less or more able children are not met. Despite weaknesses in teaching, children enjoy learning about the world around them by, for instance, observing the growing cycle of the broad beans they have planted. Younger children enjoy exploring colour and texture during painting activities. They play imaginatively when dressing up and cooking in the home corner. During activities in small groups, children develop their communication skills well. For example, as they read the story of the 'Hungry Caterpillar', staff give them fresh fruit to show what the caterpillar ate.

Personal development, behaviour and welfare are inadequate

The weaknesses identified in safeguarding mean that children's safety cannot be assured. However, staff know their key children well and they develop good partnerships with parents. This helps to support children and their families to feel a sense of belonging and settle in. Parents say that they are particularly pleased with how approachable staff are. Staff support children to learn about hygiene practices such as washing their hands before eating and after playing outside. Staff praise children when they achieve. Children behave well, they say that they enjoy playing with the toys and reading stories at nursery. Staff's linguistic skills help to support children's learning in their home languages, which aids their emotional well-being. Children learn about healthy lifestyles. For example, they make

choices from healthy snacks and help themselves to water when they are thirsty. These skills prepare children well for their next steps in learning, including their move to school.

Outcomes for children require improvement

Weaknesses in the quality of teaching mean that not all children make consistently good progress in their learning and development. Children develop the communication, language and literacy skills that are typical for their age. This includes children who speak English as an additional language. Younger children enjoy creative activities and develop their physical skills as they run and jump on foam shapes. Older children gain some of the skills they need to help them prepare for their eventual move to school. For example, they use the bathroom and get dressed for outdoor play with little staff support.

Setting details

Unique reference number	EY423939
Local authority	Brent
Inspection number	1086139
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 - 8
Total number of places	36
Number of children on roll	70
Name of registered person	Redhot Dragon Limited
Registered person unique reference number	RP530472
Date of previous inspection	20 June 2016
Telephone number	02089026231

A Perfect Start Nursery registered in 2011. It is open each week day from 8am to 6pm for 51 weeks of the year. The nursery is in receipt of funding for the provision of free early education for children aged two, three and four years. The nursery employs 12 members of staff to work with children. The majority of staff hold a relevant early years qualification.

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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