

Treasure (Johanna) Montessori Nursery Pre School

105 Portsmouth Road, Frimley, Camberley, Surrey, GU16 7AA



Inspection date

4 May 2017

Previous inspection date

6 September 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 | | 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 has failed to address all actions made at the last inspection and has not identified further weaknesses in the nursery.
- The provider does not ensure that staff have a sufficient knowledge of the procedures to safeguard children. They do not know when a child might be at risk of harm and what to do if they have concerns about a child's welfare.
- Staff do not always fully assess how they will keep children safe when taking them on outings. They do not ensure that they have access to a first aid box with appropriate contents at all times.
- The provider does not monitor the quality of teaching well enough. Although she knows that some staff lack knowledge and skills to fully support children's learning, action has not been taken to address this. At times, the quality of teaching is inadequate.
- Staff do not promote older children's learning fully. They do not follow their play choices or capture opportunities to build on what children know and can do.
- The provider does not use self-evaluation to effectively monitor and improve the weaknesses in the setting.

It has the following strengths

- Younger children form close relationships with staff and are happy 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 that all staff have an up to date knowledge of all safeguarding policies and local procedures, to enable them to respond to any concerns and safeguard children's welfare appropriately | 18/05/2017 |
| ■ ensure that a first aid box with appropriate contents is accessible at all times, particularly when taking children on outings | 18/05/2017 |
| ■ improve the quality of teaching through robust monitoring so that it is all of a consistently good standard | 18/05/2017 |
| ■ ensure that staff tailor activities to meet children's individual needs and follow their interests so that children are sufficiently challenged and make good progress in their learning. | 18/05/2017 |

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

- develop better use of ongoing self-evaluation to identify the strengths of the setting and where action for improvement is needed and improve the quality of provision for children.

Inspection activities

- The inspector observed the quality of teaching and children's learning, both inside and outside.
- The inspector spoke to staff and children at convenient times during the inspection.
- The inspector spoke to a small number of parents during the day and took account of their views.
- The inspector checked evidence of the suitability of the staff team, confirmation of staff training, recruitment procedures, looked at a selection of children's records and discussed safeguarding procedures and the self-evaluation process.
- The inspector carried out two joint observations with the provider.

Inspector

Tara Naylor

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is not effective. The provider, who is the manager, has failed to ensure that all nursery staff have a sufficient knowledge of how to keep children safe. Although some staff receive safeguarding training, they are not kept up to date with recent changes to the nursery's policies or procedures. Furthermore, the provider does not check staff's safeguarding knowledge. Staff do not understand their roles and responsibilities to keep children safe, including what actions they would take if they had concerns about a child. This compromises children's welfare. Self-evaluation is ineffective and has not led to sufficient improvements in the nursery. Supervision of staff is poor. Despite the provider identifying weakness in some staff practice, through her daily interactions with them, she has not addressed this. She does not provide staff with effective development opportunities, such as training or coaching, to raise the quality of teaching to a good level. This does not ensure that outcomes for children are good.

Quality of teaching, learning and assessment is inadequate

The quality of teaching for older children is inadequate and does not help to ensure they make sufficient progress in their learning and development. Staff do not follow children's interests, or use activities that children independently choose from, to help them build on what they know and can do. Some staff engage well with children to promote their language and conversation. However, other staff look on at supervised activities rather than extending children's learning. The lack of staff interaction with children leaves them frustrated during activities. For example, when a group of children sit at the computer, staff ignore them and don't show them how to switch it on or teach them how to use it. Consequently, children became bored and disinterested in their learning. Staff complete regular observation and assessments of children's progress to plan for their next steps in learning. They share this with parents to form links between home and the nursery.

Personal development, behaviour and welfare are inadequate

The provider does not do enough to promote the physical well-being of children. Staff do not have a sufficient knowledge of the nursery's safeguarding policies and procedures. The provider does check the quality of the provision to some extent, including the safety of the premises. However, she does not ensure that staff follow robust risk assessments, particularly when taking children on outings. For instance, staff fail to identify that the first aid kit, which is used in the nursery and when taking children to the local park, does not have the appropriate content. Children learn about some routines that promote their physical health and staff provide emotional support for younger children.

Outcomes for children are inadequate

Not all groups of children are making enough progress, particularly, older and more able children. Younger children, including those for whom the provider receives additional funding, benefit from some experiences. They enjoy learning about colours and make steady progress in readiness for their future learning. Older children gain some independence skills, such as learning how to put on their coats and shoes when going outside.

Setting details

| | |
|--|---|
| Unique reference number | EY432925 |
| Local authority | Surrey |
| Inspection number | 1095965 |
| 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 - 4 |
| Total number of places | 50 |
| Number of children on roll | 27 |
| Name of registered person | Engagis Ltd |
| Registered person unique reference number | RP530933 |
| Date of previous inspection | 6 September 2016 |
| Telephone number | 0127629774 |

Treasure (Johanna) Montessori Nursery Pre-School is privately owned and registered in 2011. The provision is open each weekday from 7.30am to 6pm all year round, except for bank holidays. The nursery receives of funding for the provision of free early education for children aged two, three and four years. The owner is qualified and works as the manager. There are currently eight members of staff employed. Six members of staff hold appropriate qualifications at level two or above and of these one holds a level 6 qualification.

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